




RFO study visit report

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Other partners involved	-
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Executive summary

At the end of September 2021, we had the pleasure of holding an online study visit on gender equality policies in three Austrian Research Funding Organisations (RFOs): Austrian Science Fund (FWF), Austrian Research Promotion Agency (FFG) and Vienna Science and Technology Fund (WWTF).

The objective of this study visit was to learn from the experiences of RFOs with long-standing involvement in gender equality policies and discuss inputs for further development of GEPs in the TARGET RFOs. Topics for discussion were:

- Development and institutionalisation of gender equality policies.
- Policies and measures adopted to foster gender equality in careers and their impact.
- Policies and measures adopted to foster the gender dimension in research content and their impact.

This report summarises the outcomes of this visit.

We are deeply grateful to the speakers at FWF, FFG and WWTF for their enthusiasm and warm collaboration.

Our only regret is not having been able to conduct an on-site visit as initially envisaged.

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List of abbreviations

ARACIS	Romanian Agency for Quality Assurance in Higher Education
BMBWF	Federal Ministry of Education, Science and Research
BMK	Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology
ELIAMEP	Hellenic Foundation for European and Foreign Policy
ERA	European Research Area
FFG	Austrian Research Promotion Agency
FGB	Fondazione Giacomo Brodolini
FRRB	Fondazione Regionale per la Recerca Biomedica
FWF	Austrian Science Fund
GEP	Gender Equality Plan
GES	Gender Equality Strategy
HR	Human Resources
HRM	Human Resource Management
IHS	Institute of High Studies
R&I	Research and Innovation
RFO	Research Funding Organisation
RIF	Research and Innovation Foundation
RPO	Research Performing Organisation
STEM	Science, Technology, Engineering, and Mathematics
UB	University of Belgrade
UH2C	Université Hassan II de Casablanca
UPC	Polytechnic University of Catalonia
URV	Rovira i Virgili University
WWTF	Vienna Science and Technology Fund

1 Introduction

At the end of September 2021, we had the pleasure of holding an online study visit on gender equality policies in three Austrian Research Funding Organisations (RFOs):

- [Austrian Science Fund](#) (FWF), national funding agency on basic research, presented by Sabine Haubenwallner and Barbara Zimmermann, respectively Head of Unit of Gender Issues and Head of the Department Strategy and Careers.
- [Austrian Research Promotion Agency](#) (FFG), national funding agency in industrial research and development, presented by Alexia Bumbaris, lead of the Gender Equality Working Group and Theresa Kirschner, both working in the Structural Programmes Department.
- [Vienna Science and Technology Fund](#) (WWTF), private foundation focused on basic research and new technologies, presented by Donia Lasinger, deputy managing director.

The objective of this study visit was to learn from the experiences of RFOs with long-standing involvement in gender equality policies and discuss inputs for further development of GEPs in the TARGET RFOs.

To facilitate active participation, a background note was distributed in advance providing an overview of the RFOs and their gender equality policies¹. The study visit started with an introductory session by Angela Wrowbleski (coordinator of TARGET, IHS, Austria) providing an overview of gender equality policies in research and innovation (R&I) in Austria.

The main topics for discussion were:

- Development and institutionalisation of gender equality policies.
- Policies and measures adopted to foster gender equality in careers and their impact.
- Policies and measures adopted to foster the gender dimension in research content and their impact.

We are deeply grateful to the speakers from FWF, FFG and WWTF, for their enthusiasm and warm collaboration.

Our only regret is not having been able to conduct an on-site visit as initially envisaged.

This report presents the outcomes of this study visit. The main inputs for TARGET partners are summarised below.

¹ See annex.

Context

In general, Austrian RFOs have benefited from a favourable regional and national context for gender equality. Change in the Federal government started around 2005, when there was an important discussion on gender equality in R&I. Since then, the Federal Government has been advancing gender equality policies, including an article on the Constitution on [gender-budgeting](#) for the Federal Ministries and the implementation of the [Austrian ERA Roadmap](#). This roadmap has an explicit commitment to gender equality in R&I and focuses on strengthening and institutionalising cooperation between the three relevant Federal Ministries founding R&I.

Concerning the status quo of gender equality, there are significant differences between public universities and other R&I sectors, although there is no comparable data. GEP is required by law in public universities, which have relatively good gender equality policies. Due to quota regulations, the percentage of women among rectorate members is high (49% in 2020). However, the percentage of women professors is still very low (24% in 2020) and suggests the need for further action. Regarding other types of higher education institutions, the legal framework is less favourable and gender equality policies are less developed. In the private R&I sector, there are no legal requirements and the only steering instrument is funding.

Gender equality policies in RFOs

RFOs play a highly significant steering role for gender equality advancement. This includes project application procedures, guidelines, type of research funded. A wide range of measures have been adopted, among others:

- Criteria concerning gender balance of the applicants (principal researcher, composition of the working team)
- Criteria concerning gender-sensitive working conditions
- Criteria concerning the gender content of the applications (significance and impact)
- Capacity building to foster the role of women in innovation in the private sector
- Specific funding programmes targeted at women researchers
- Criteria for ensuring equal allocation of opportunities and funding
- Monitoring of gender equality measures

Some key points for discussion

Discussion highlighted some aspects which have facilitated the adoption and effectiveness of gender equality policies

- A favourable context (including the government's steering role and the established best practices)

- Top-management commitment, including participation in internal workshops, which has encouraged participation from the rest of the staff
- Gender expertise and commitment of staff initiating change
- Step-by-step process of raising gender awareness and building gender competence among internal staff through workshops and targeted training
- Establishment of gender units
- Training for reviewers and potential applicants
- Clarity and visibility of criteria used and quality of guidelines
- Cooperation and networking with other RFOs at national and international levels
- Giving time to measures implemented
- Improving monitoring tools
- Evidence-based process for redesigning policies, using data on progress made to foster further advances

An example: Gender competence in project evaluations

RFOs usually screen applications in two stages: first, through external or internal reviewers; second, a jury makes the final decision. Different strategies are applied to ensure gender competence in this process, in particular concerning gender in research content:

- Include gender expertise as a criterion for becoming a jury member
- Ensure gender competence in all jury members by providing guidelines and dedicated time to train on gender issues
- Build gender competence of internal board members who make the final decision (training and workshops)

The discussion also highlighted some resistance, both internal and external. Internally, criteria related to gender balance were sometimes discussed on the grounds of excellence. Workshops and training were useful to handle resistance, including evidence gathered through monitoring to show the extent of inequalities.

Externally, the main discussion hinged around gender in research content, namely in STEM fields. The typical answer is: 'It does not play any role in my research. It is simply not relevant.' In order to overcome this, guidelines and workshops with potential applicants were held. In general terms, applicants gave positive feedback, indicating that it was insightful for their project to include a gender perspective.

Finally, it was also noted that RFOs have limits to produce change if gender equality is not also promoted at the institutional level in RPOs. Here, one limitation is the lack of legal requirements for GEPs in private companies in the case of industrial research. Limitations in industrial research are also related to the low presence of women in the STEM fields.

2 Agenda and participants

2.1 Agenda

Due to the COVID-19 pandemic the planned on-site study visit at Vienna was organised online via Zoom.

28 September 2021

- 09:00 – 09:45 Policies on gender equality in R&I in Austria
Angela Wroblewski, Institute for Advanced Studies
- 10:00 – 13.00 FFG gender equality policies
Alexia Bumbaris and Theresa Kirschner, FFG
[Break 11:15 – 11.30]

29 September 2021

- 10:00 – 12:00 WWTF gender equality policies
Donia Lasinger, WWTF
[Break 10:15 – 10:30]

1 October 2021

- 09:00 – 12:00 FWF gender equality policies
Sabine Haubenwallner and Barbara Zimmermann, FWF
[Break 10:15 – 10.30]
- 12:15 – 13.00 Wrap-up session

2.2 Participants

28 September 2021

Alexia Bumbaris	FFG; speaker (FFG gender equality policies)
Alina Tariceanu	ARACIS
Anastasia Zampaniotou	RMEI
Andrea Leitner	IHS
Angela Wroblewski	IHS; speaker (Policies on gender equality in R&I in Austria)
Angelina Kussy	NOTUS
Bettachy Amina	UH2C
Daša Duhaček	UB
Dia Anagnostou	ELIAMEP
Giovanna Vingelli	FGB
Maria Caprile	NOTUS; facilitator
Milica Miražić	UB
Olivier Boiron	RMEI

Rachel Palmen	NOTUS
Theresa Kirschner	FFG; speaker (FFG gender equality policies)
Victoria Englmaier	IHS

29 September 2021'

Alina Tariceanu	ARACIS
Amina Bettachy	UH2C
Anastasia Zampaniotou	RMEI
Andrea Leitner	IHS
Angela Wroblewski	IHS
Angelina Kussy	NOTUS
Carmen De Francesco	FRRB
Dia Anagnostou	ELIAMEP
Donia Lasinger	WWTF; speaker (WWTF gender equality policies)
Giovanna Vingelli	FGB
Kalypso Sepou	RIF
Maria Caprile	NOTUS; facilitator
Milica Mirazic	UB
Rachel Palmen	NOTUS
Tilda Akiki	RMEI (USEK)
Victoria Englmaier	IHS

1 October 2021

Angela Wroblewski	IHS
Angelina Kussy	NOTUS
Barbara Zimmermann	FWF; speaker (FWF gender equality policies)
Maria Caprile	NOTUS; facilitator
Paola Bello	FRRB
Sabine Haubenwallner	FWF; speaker (FWF gender equality policies)
Victoria Englmaier	IHS

3 Policies on gender equality in R&I in Austria

Angela Wroblewski initiated the study visit providing an overview of policies on gender equality in R&I in Austria.



Policies on gender equality in R&I in Austria

Angela Wroblewski (IHS)

RFO Study Visit, online
28th September – 1st October 2021



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741672.

Status quo regarding GE

Differences between R&I sectors

- **Universities:** 24% women professors, 49% women rectorate members, comprehensive structures for GE required by law (GEP)
- **Private Universities:** 45% women teachers, 25% rectorate member, new GEP requirement
- **Universities of applied Sciences:** 32% head of study programmes, new GEP requirement
- **Teacher Training Colleges:** 61% women teachers, 54% rectorate members, some structures for GE required by law
- **Non-university research:** 27% women researchers, 18% women in management positions, no legal requirements, influence via funding

No comparable data available.



Different framework conditions

3 Austrian Ministries involved in R&I – different responsibilities and prerequisites

- **BMBWF**: Federal Ministry of Education, Science and Research – responsible for **higher education institutions, funding programmes for basic research** (76 RPOs, 1 RFO)
- **BMK**: Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology – responsible for **funding programmes for applied research and innovation** (RPO number unknown, 1 RFO)
- **BMDW**: Federal Ministry of Digital and Economic Affairs – responsible for the **business sector research and innovation** (numbers unknown)



Gender Equality Policies in R&I

BMBWF following 3 ERA GE objectives since 2012

BMK/BMDW main focus on numbers, specific projects address gender in content

Austrian ERA Roadmap 2016-2020

- Explicit commitment to GE in R&I and to continuation of existing policies
- Strengthened/Institutionalised cooperation between three relevant ministries
- GE positioned in national ERA structures (e.g. ERAround table)
- SWG GRI as a mediator between EU-level and national authorities
- Linked to performance oriented budgeting



Gender Budgeting in Constitution

- Constitution Art 13(3), 2009 – objective of de facto equality between women and men in budget planning
“Federation, Länder and municipalities have to aim at the equal status of women and men in the budgeting.”
- Since 2013 each resort defines at least one GE objective.
- Current GE objectives (2021):
 - BMBWF: gender balance in management, decision making bodies and tenure track positions
 - BMDW: increasing the number of women in R&I, concrete objective increasing the number of women PIs in projects funded via FFG
 - BMK: Increasing the share of women in R&I, specific FFG programmes

TARGET } Taking a Reflexive approach
to Gender Equality for
institutional Transformation

Steering instruments BMBWF

- Public universities: performance agreements defining the budget for a 3-year period, GE objectives and measures included
- Non-university RPOs: performance agreements defining the budget, GE objectives and measures included (GEP) – e.g. Austrian Academy of Science, IST Austria
- Universities of Applied Sciences: funding based on study places; GE policies and measures (GEP) part of accreditation procedure
- Private universities: GE policies and measures required as part of statute

TARGET } Taking a Reflexive approach
to Gender Equality for
institutional Transformation

References

BMFWF (2016), Austrian ERA Roadmap, Vienna.

<https://era.gv.at/public/documents/2796/Austrian ERA Roadmap.pdf>

Downes, Ronnie; von Trapp, Lisa; Jansen, Juliane (2018), Budgeting in Austria. OECD Journal on Budgeting 1/2018, online: <https://doi.org/10.1787/16812336>

[Wroblewski, Angela & Striedinger, Angelika \(2018\) Gender Equality in Science and Research in Austria, study](#)

commissioned by BMFWF, Vienna.

4 FFG gender equality policies

The facilitator Maria Caprile introduces the FFG speakers, Dr. Alexia Bumbaris and Theresa Kirschner. Alexia Bumbaris, has a background in history and has always been active in gender-related studies. Theresa Kirschner has a background in business administration. They have both been working at FFG Structural Programmes over the last five to seven years and Alexia Bumbaris is the Lead of the Gender Working Group of FFG. Maria Caprile thanks the speakers for their collaboration and presents the main objectives of the session. After a short round of table the first presentation begins.

4.1 Gender equality activities of FFG

Alexia Bumbaris presents the FFG and provides a general overview of their gender equality activities.

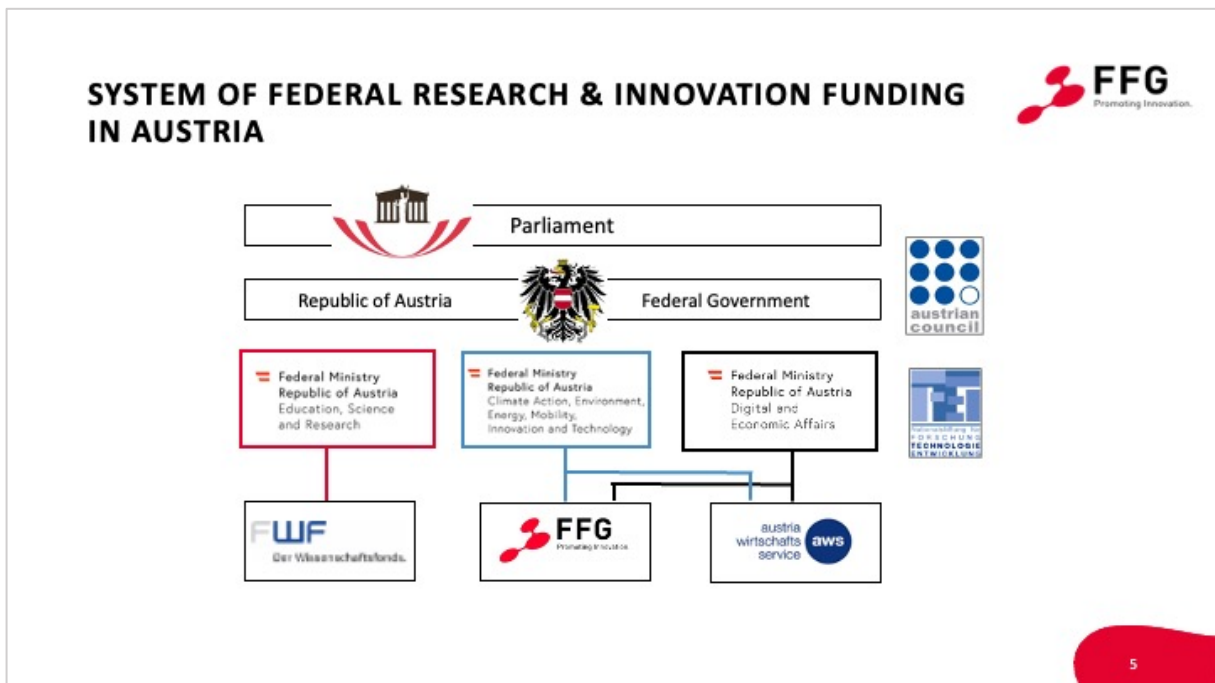


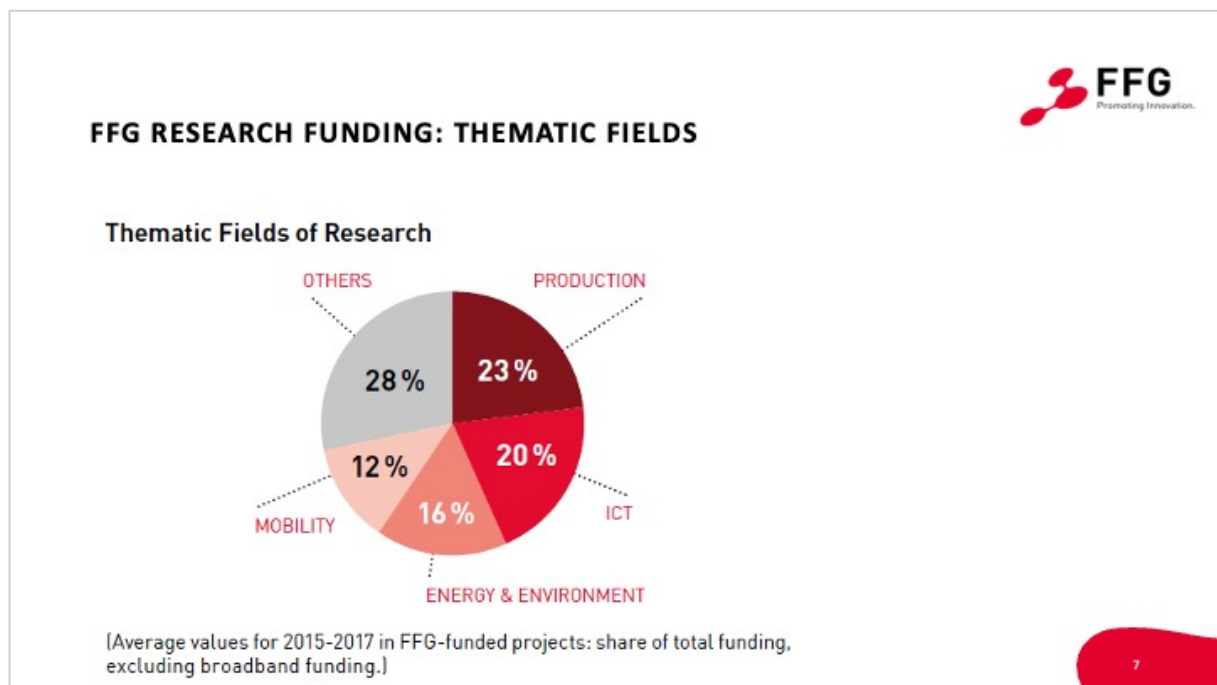
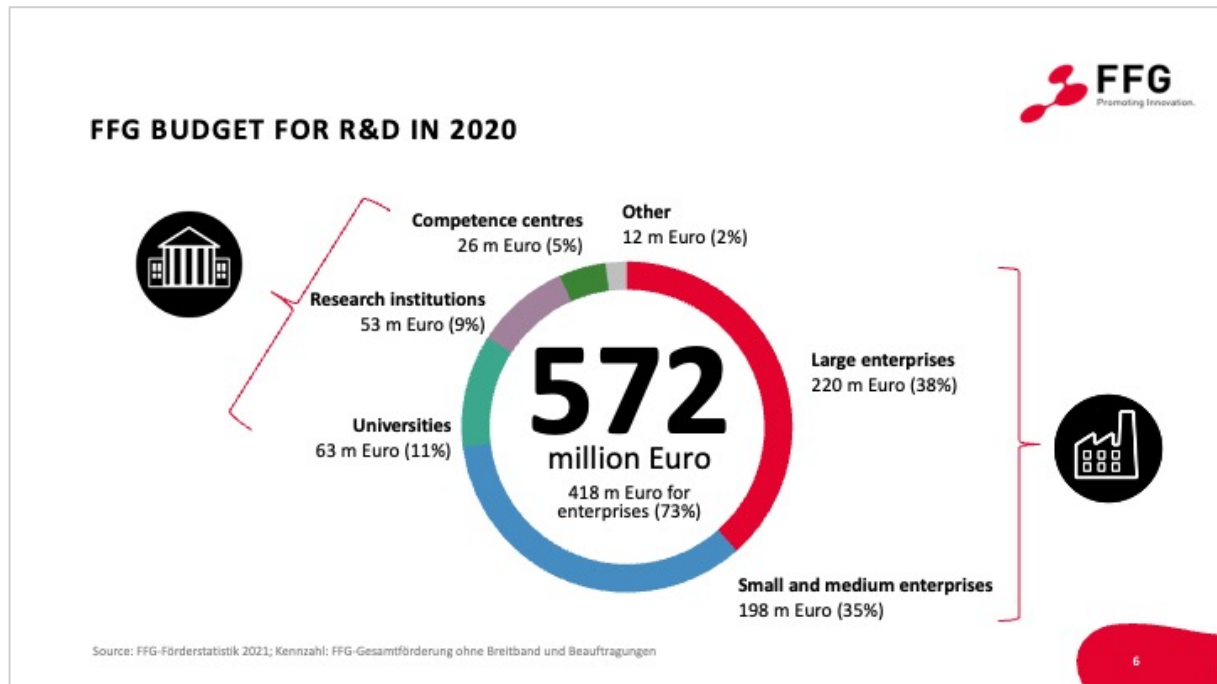
GENDER EQUALITY ACTIVITIES OF FFG



Alexia Bumbaris | Lead Gender Working Group at FFG
28.09.2021 | Zoom







MISSION STATEMENT OF FFG



Equal opportunities for both women and men in research are deemed crucial by the FFG-management – therefore gender mainstreaming is implemented in all areas of FFG.

<https://www.ffg.at/FFG/ziele-und-aufgaben> : “Die Chancengleichheit von Frauen und Männern in der Forschung ist dem FFG-Management ein Anliegen – darum wird Gender Mainstreaming in allen Bereichen der FFG umgesetzt.”

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FOUR PILLARS OF GENDER EQUALITY ACTIVITIES



1 Gender Criteria in the evaluation process
Gender criteria are part of the standard criteria set of evaluation for all projects.

2 Funding programmes with gender focus

- Programme [Talents](#) & Initiative [FEMtech](#)
- [w-fORTE](#) / INNOVATORINNEN (female innovators)
- [Laura Bassi 4.0](#)
- [Research Partnerships - Industrial PhDs](#)

3 Measures within the organisation

- Gender Working Group
- Gender trainings (anti-bias trainings)
- Gender monitoring
- Personnel development
- Gender sensitive language

4 Knowledge transfer & networking on the national and international level

- [GenderAG im Haus der Forschung](#)
- [FORGEN - Funding Organisations for Gender](#)
- [Taftie Taskforce on Diversity and Inclusion](#)
- [C3E - Clean Energy Education and Empowerment](#)


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GENDER CRITERIA IN THE EVALUATION PROCESS

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GENDER CRITERIA: LEGAL BACKGROUND

Gender Budgeting

Since 1 January 2009, the goal of actual gender equality in budget management has been enshrined in the Federal Constitution. Since 1 January 2013, the obligation of gender-equitable budget management has been implemented in the federal budget within the framework of impact-oriented budget management. The concrete implementation is laid down in the Federal Budget Act 2013 and the associated implementing ordinances.

 **Gender Criteria** are necessary to meet the needs of gender budgeting, as FFG gets its budgetary resources by the federal administration

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GENDER CRITERIA IN THE EVALUATION PROCESS



The **research concerns human beings** or the potential use of the research results by human beings is given



The **project design** has to take the gender dimension into account



Gender criteria have to be applied

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GENDER CRITERIA IN THE EVALUATION PROCESS



„Quality of planning“:

- 1** Have gender-specific topics been adequately taken into consideration in project planning? (state of the art in research, methods, market)

Integration of the gender dimension in research content

„Suitability of applicants“:

- 2** Is equal participation of men and women realized in project teams? (in terms of improving the gender balance in the sector, gender mainstreaming)

Equal opportunities for women and men

„Exploitation of economic potential“

- 3** How are gender specific topics considered in order to exploit the full economic potential?

Gender in the exploitation strategy

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GENDER CRITERIA IN THE EVALUATION PROCESS



- **External communication of gender criteria :**
providing information for and personal briefing of applicants, reviewers and jury members, stake holders
- **Internal communication of gender criteria:**
providing information, training of FFG staff
- Outlook: New evaluation scheme in 2022 & online trainings for evaluators?

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ADDITIONAL MEASURES IN PLACE WITHIN FFG



FFG – GENDER TRAINING



Basic Gender
Awareness
Training

Gender criteria –
advising,
evaluating,
controlling

Gender-sensitive
language &
imagery

Planning,
moderating,
facilitating
events & panels

Gender Pay Gap

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FFG – OTHER ACTIVITIES



Gender Sensitive Communication

„third“ gender
legally possible in
Austria,
gender and equal
opportunities as
politicised topics

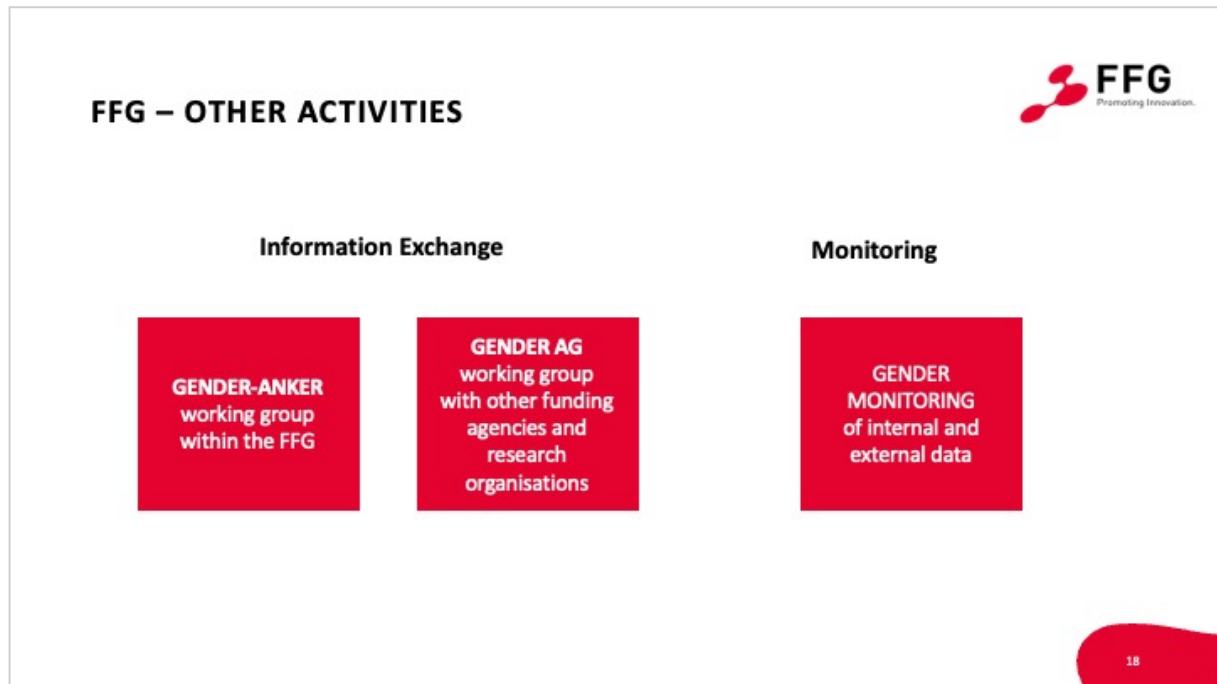
German as male
dominated language
→ scientific
evidence shows that
gender neutral
language has huge
effects

continuous effort
needed to impact all
of FFGs
communication and
databases

Monitoring

GENDER
MONITORING
of internal and
external data

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Dr. Alexia Bumbaris
Structural Programmes

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THANK YOU FOR VERY MUCH!

FFG Promoting Innovation.

Discussion starts by asking further details on the Gender Equality Working Group, namely composition and work dynamics. FFG is a large organisation and team members are representatives from the different FFG organisational sections: Structural Programmes, Basic Programmes, Thematic Programmes and European Programmes. The group meet twice a year or on-demand, which can be quite often.

Another participant highlights the importance of including gender criteria in the evaluation process and asks how it works in practice. The question addresses two practical aspects: how the gender dimension in research content is evaluated and how FFG ensures gender competence among evaluators. The gender criteria account around 10% of the total score but there can be still a knockout rule if the gender dimension is completely lacking. This means that an application with a 0 score in gender can be rejected. Evaluation is developed in two stages: first, with external or internal reviewers and then with a jury that makes the final decision. The Basic Programmes section relies on internal reviewers who have been trained for evaluating the gender dimension and are supported by a comprehensive checklist of gender issues. However, the other sections rely on external reviewers and there is no specific requirement related to gender competence. Control relies on FFG project managers, who are in charge of revising external reviewers' evaluations. If they see something might be wrong, they carry out an additional review or make the jury aware of the situation. Gender competence is required for the jury, although this requirement is not applied evenly across sections. One of the activities under discussion is to provide online training to all the evaluators, to ensure basic knowledge of what the gender dimension means in their technical field and ensure competence to identify potential gender bias. Complementarily, FFG aims to have gender-balance among juries and external reviewers.

Another question relates to how the top-down and bottom-up processes work. Alexia Bumbaris answers that it goes both ways. Top-down brings the political aims of the two Ministries that have jurisdiction over FFG. Inside the FFG, the Gender Working Group is not placed high in the hierarchy. This group does the groundwork to raise gender awareness and strengthen top management commitment with gender equality policies. For this purpose, the group uses windows of opportunity whenever they arise. In her view, the main problem is contextual, because gender has become a very contested political issue in the last years. However, FFG is in a good position to implement measures after the introduction of gender criteria and ten years of staff training. Even if there exists some resistance from applicants, FFG usually receives the feedback that it was worth including the gender dimension in the research proposals.

4.2 Funding programmes with a gender focus

Theresa Kirschner presents the most relevant FFG funding programmes with a gender focus.





FEMtech INITIATIVE

Initiative of the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK).

Main targets:

- To **support women** in research and technology
- To **promote equal opportunities** in industrial and non-university-research, at universities of applied sciences and in focus areas of research and technology.



The initiative strives to contribute to more women realising their innovative potential. **The framework conditions** should be changed to meet the needs of both **women and men**, to gain more equal opportunities for women and men in society.

<https://www.femtech.at/en/femtechs-database-female-experts>

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FEMtech INITIATIVE

FEMtech Database of Female Experts	FEMtech Female Expert of the Month	FEMtech Network Meeting	FEMtech Knowledge
<p>The database is a service for all those who are looking for qualified female specialists. It supports the search for female experts. Women can register as an expert and describe their competence, increase their chances of taking the next step in their career.</p>	<p>Selection of the experts registered in the database by an independent selection panel. The profiles of the selected female experts are published each month at www.femtech.at.</p>	<p>Exchange of relevant information on the topic "Women in research and technology". News from the programme and highlights current topics. In addition, there is the possibility of an informal exchange and funding consultation by the FFG.</p>	<p>FEMtech delivers relevant data and information, presents studies and publications as well as thematic summaries on national and international research in the subject area.</p>
enhance the visibility of women in research and technology	raise awareness & networking	provide information	

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TALENTS PROGRAMME


The Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK) supports people in research and development throughout their whole career. There are three main targets:

- Encouraging young people to start a career in research and development,
- connecting researchers with businesses and
- ensuring equal opportunities for all - improving women's access to a career in R&D and enhancing their career prospects


The discovery, support and development of young talents focuses on students. But established researchers are supported as well to make the most of their talents. In addition, projects which ensure equality for women and men in research are funded. Through this talent portfolio the BMVIT creates an attractive framework for researchers and supports Austria's talents.

<https://www.ffg.at/en/talents>

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FFG
Forschung.wirt.


 **Federal Ministry
Republic of Austria**
Climate Action, Environment,
Energy, Mobility,
Innovation and Technology

TALENTS PROGRAMME

female talents	FEMtech Research Projects FEMtech Research Projects are cooperative or individual R&D projects that deal with the different needs and requirements of men and women.	FEMtech Internships for Female Students FEMtech Internships for Female Students supports and mentors female students to take up scientific and engineering positions in industry in order to meet the future demand for researchers and R&D experts.	FEMtech Career – Equal Opportunities in Applied Research FEMtech Career aims to increase the number of female scientists employed in industrial research, to improve their career opportunities and creates equal opportunity within the organizations.
young talents	Internships for Students – Four Weeks in Science and Technology Talents internships for students aim to encourage girls and boys to follow natural sciences, engineering and technology. Internship for four weeks during summertime.	Talente Regional – Children, Companies and the World of Research Cooperation between schools and research institutes in a certain region, in order to interest children and adolescents in science and technology, research and development.	 Career Grant To attract researchers from abroad for application-oriented research in Austria. • Interview grant • Relocation grant • Dual career grant

austrian-job-exchange for research development and innovation - <https://www.ffg.at/en/jobboerse>

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FFG
Promoting Innovation.

INTERNSHIPS FOR SECONDARY SCHOOL STUDENTS

Four weeks in Science and Technology

Talents internships aim to encourage girls and boys to follow natural sciences, engineering and technology. Young people from the age of 15 can do an internship in various companies and scientific research institutions for four weeks during the summer. Each internship is funded with 1,000 EUR.

- for students:
 - 4 weeks in R&D
 - 750 Euro payment minimum
- for companies:
 - 1.200 Euro for each internship
 - several internships in one proposal
 - online form, standardized proposal
 - no cost statements
- statistics:
 - 16.500 internships (2008 -2020)

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GOOD PRACTICE – INTERNSHIPS FOR HIGH SCHOOL STUDENTS



Claudia spent her internship at the **Montanuniversität Leoben**. She worked in the project “Mineral Goes 2017” to optimize the drilling and blasting technology in Austrian quarries.



Patrick worked at the Institute for Energy, Transport and Environmental Management of **FH Joanneum**. He was involved in the project “SHIQUE” which explored the use of mobile phone sensors for traffic planning purposes.



Both were supervised by professionals during the 4 weeks.

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TALENTS REGIONAL



Children, Companies and the World of Research

Talents Regional offers incentives to foster **cooperation between schools and research institutes** in a certain region, in order to spark children's and high school student's interest in science and technology, research and development.

- duration of the projects: 24 - 36 months
- funding: up to 130,000 EUR per project
- cooperation:
 - at least 1 scientific partner (e.g. university)
 - at least 2 venture partners
 - 5 educational facilities (Kindergarten, primary & secondary schools)
- statistics:
 - 141 projects (2011 -2019)

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GOOD PRACTICE - TALENTS REGIONAL

BATTERY REVOLUTION – REVOLUTIONARY IDEAS FOR EFFICIENT ENERGY STORAGE

- children were encouraged to creatively discuss the subject and to build storage media (competition)
 - strengthens technical competence and sparks interest to find technical solutions for everyday challenges
- cooperation between research organisations and schools/kindergarten/university
- Battery Revolution reached over 500 children/pupils in Carinthia
- guideline for teachers



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FEMtech CAREER

Equal Opportunities in Applied Research

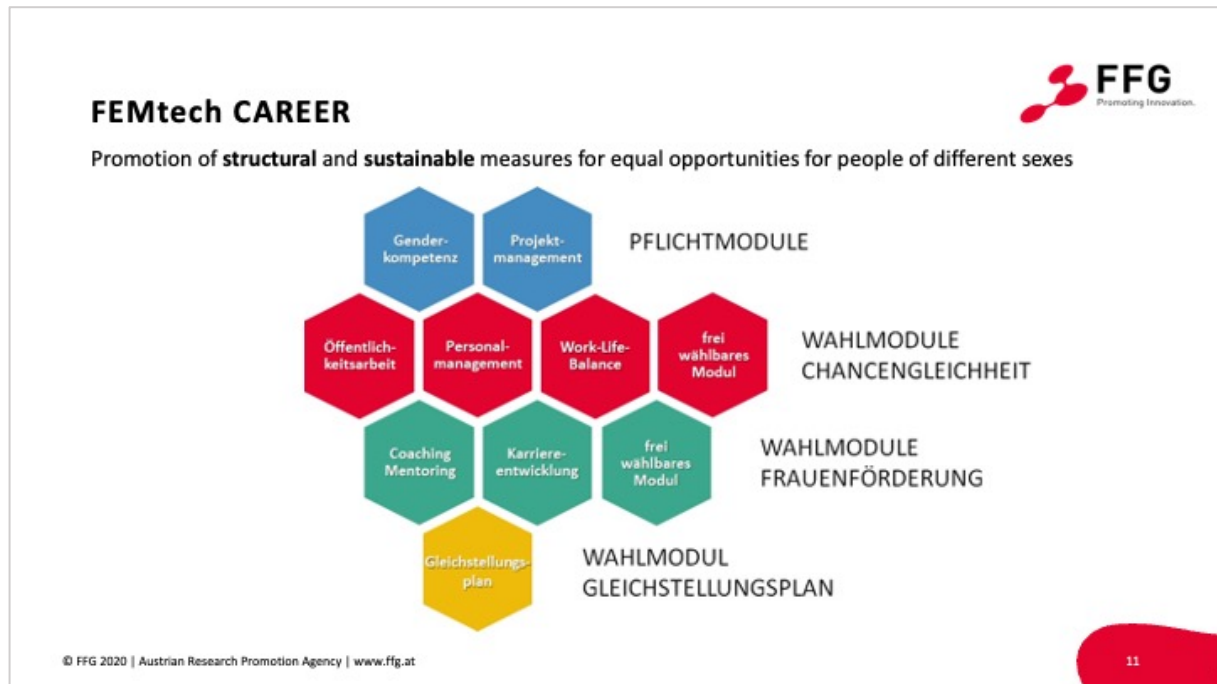
FEMtech Career aims to **increase the number of female scientists** employed in industrial research and to improve their career opportunities.

Companies and research institutions receive funding to implement measures which:

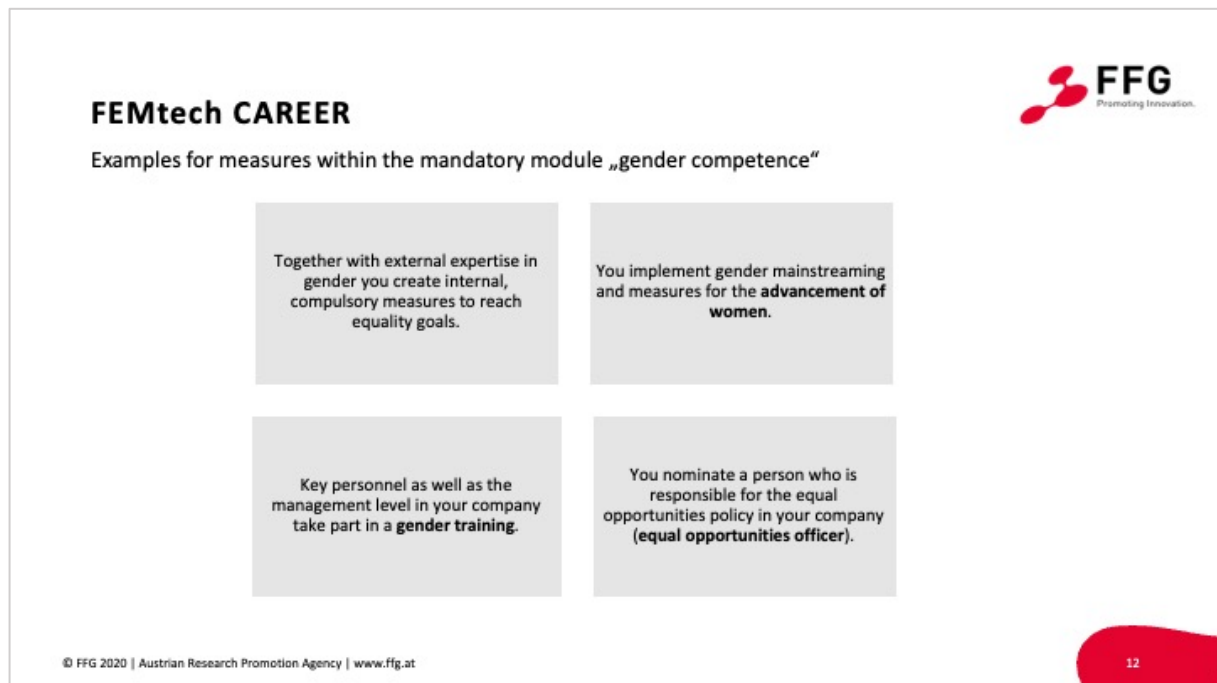
- **Attract women** to careers in applied research
- Lead to **equal opportunities** for people of all genders (affirmative action plans, flexible working hours, etc.)
- **Increase the proportion** of female scientists and engineers in the company or research institute
- **Support** female scientists and engineers in their professional careers (coaching, mentoring, further education and training, etc.)

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FEMtech CAREER

Examples for measures within the module „Human resource management“



You consciously pay attention to building **diverse teams**.

You award a specific recruitment contract to a recruitment agency with the aim of hiring at least one female researcher or technician.

An equal opportunities officer provides support in the search for and selection of personnel.

You give lectures and company presentations at technical colleges or universities, addressing **career opportunities for women** in research and technology **in your company**.

You intensify the search for personnel by participating in nationwide job fairs as well as congresses and events with a focus on "research and technology".

You organize **training sessions** for HR managers (HR department, executives) on the topic of **gender-sensitive recruitment** (preparation of advertisements, conducting interviews). You implement the recommended measures.

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FEMtech CAREER



- **funding:** max. EUR 50.000,-
- **duration:** 6 - 24 months
- **objectives:**
 - Creation of **fair framework conditions** for persons of all genders in RTI in companies;
 - increase in the **proportion of women at all hierarchical levels**;
 - focus on **career development for women**
- **submission:** ongoing
- **statistics:** 51 projects since 2011
- <https://www.ffg.at/femtech-karriere>

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GOOD PRACTICE: FEMtech CAREER



GET Gender II - Güssing Energy Technologies

Objectives:

- Sustainably **anchor gender mainstreaming** within the organization.
- Achieve professionalization on the topic of **gender in research projects** and take on a pioneering role in this area
- Expand **gender competence**
- Positioning as an **attractive employer** and place of work for researchers
- **Increase the proportion of women** in the company in the long term

Results:

- Employees sensitized with regard to equal opportunities and gender
- Improvement of teamwork
- equal opportunity officer
- The acquired gender competence and the strengthened self-confidence of the employees enabled participation in tenders of other programs such as FEMtech Research Projects and Laura Bassi.

<https://www.ffg.at/content/successstory-frauenfoerderung-und-gender-mainstreaming-bei-guessing-energy-technologies-get>

FEMtech INTERNSHIPS FOR FEMALE STUDENTS



Entry into a Research Career

- supports and mentors female students to take up scientific and engineering positions in industry in order to meet the future demand for researchers and R&D experts.
- **for students:**
 - 1 – 6 months in R&D
 - 1.400 Euro payment
- **for companies:**
 - 1.680 – 8.480 Euro for each internship
 - online form, standardized proposal
 - no cost statements, upload of proof documents instead
- statistics:
 - 4.000 internships since 2011

<https://www.ffg.at/femtech-praktika>

GOOD PRACTICE: FEMtech INTERNSHIPS FOR FEMALE STUDENTS

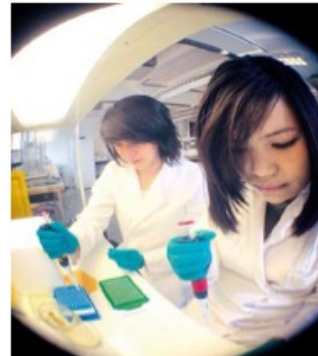


Katharina, student at BOKU Vienna, completed a six-month internship at the company **ecoduna produktionen GmbH** to research the cultivation and use of microalgae.

She tested methods for the determination of lipid levels as well as harvesting different algae under various cultured conditions and analysed the contained fats.

Her motivation for the FEMtech Internship:

"I would like to gain experience, have an insight into a company, apply my knowledge and see, where I have to deepen it."



ecoduna

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FEMtech RESEARCH PROJECTS



- initiates and supports projects in research, technology and innovation that **deal with the different needs and requirements of women and men**.
- By considering the relevance of gender within the project, innovations are supported and new market potential is generated.
- funding: max. 300.000 Euro pro Projekt
- duration: 12–36 Monate
- statistics:
 - 60 projects (2011 – 2020)

- **Integration of the gender dimension** in the content of research and development projects.
- **Including gender expertise** at all stages of the research cycle.
- **Awareness of the gender issue** in the project team especially the project lead from the beginning on.



Gender in EU funded research, 2009

www.ffg.at/femtech-forschungsprojekte

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GOOD PRACTICE: FEMtech RESERCH PROJECTS



ROBOGEN - Gender-sensitive interaction with social robots



RoboGen develops a prototype with a learning agent, which makes gender-sensitive options accessible to all users via feedback from the users, thus enabling **gender-sensitive human-robot interaction** and a high degree of personalization.

The beneficiaries are senior citizens and people with chronic illnesses. RoboGen strengthens their ability to live independently in their own homes and/or to take better care of themselves in their illness.

www.salzburgresearch.at/projekt/roboGen/

Technological aim: Upcoming, low-priced social robots in a price range around € 1,000.

Steps:

- **Analysis of gender aspects** that are relevant to human-robot interaction – including technological, psychosocial, and legal-ethical aspects, complemented by a user survey.
- **Interaction scenarios – development of gender-sensitive interaction scenarios** with social robots for two use cases (with seniors and people with chronic diseases).
- **Implementation of a learning agent** – Results in interactions in the context of behavioural modification and self-management techniques, and adding a learning agent based on the gender preferences of the user. This will lead to a high level of personalization in order to increase the acceptance of such systems by the intended users.
- **Evaluation and recommendations – Evaluation of the prototype in the two above-mentioned use cases** in focus groups with users and evaluations with experts. **Recommendations for a gender-sensitive human-robot interaction** will be developed on the basis of the collected project results.

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GOOD PRACTICE: FEMtech RESERCH PROJECTS



GENDrive

GENDrive is a comprehensive, scientific field study to identify gender- and diversity-related differences in requirements, system use, perceptions, acceptance and trust in the context of (partially) automated driving functions (i.e. highly automated assistance systems).

<https://projekte.ffg.at/projekt/3011335/pdf>

Gaining insights through the aggregation of objective and subjective data in order to identify and quantify gender- and diversity-specific differences in system interaction in a holistic way. **Interlinked analysis of differently structured data sources** (e.g., data on vehicle use, driving behavior, driving styles, traffic situation, or drivers) by applying advanced methods of data science like cluster analysis and machine learning offers.

Central results of GENDrive are

- **Gender-sensitive evaluation methodology** for (partially) automated driving functions,
 - **Data analytics platform** for the evaluation of assistance systems,
 - **Comprehensive linked data set on driver interaction** (50%f & 50%m) with (partly) automated driving functions as well as
 - **Detailed reflection of research result** to enable the use of developed methods by other stakeholders, too.
- LOIs from PORSCHE and BMW underpin the automotive industry's great interest in this research.

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TALENTS - EVALUATION AND HANDLING OF PROJECTS



Different goals and different target groups demand **different kinds of funding**.
Different kinds of funding demand **different processes**.

- standard and near-to-standard FFG processes:
 - Talents Regional
 - FEMtech Research Projects
- simplified processes ("Kleinprojekte")
 - FEMtech Career
- radically simplified processes ("Kleinstförderungen")
 - Internships for Secondary School Students
 - FEMtech Internships for Female Students
 - FEMtech Career-Check for SME
 - Career Grants

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THE INDUSTRIAL PhD PROGRAMME



- funding for PhD theses representing an **industrial research project** conducted in a **company or in a non-university research organization** in Austria for the
- duration: 2 -3 years
- PhD students will not only get **access to industry** but work as **fully integrated professionals** for the duration of the project guaranteeing the **swift transfer of scientific results to industry** while at the same time laying the **foundation for a research career** that might lead to being hired as regular staff after the funding period.
- 50 % of the funds are dedicated to female students.
- statistics: 183 projects since 2014

<https://www.ffg.at/en/programm/forschungspartnerschaften>

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Female Innovators (formerly w-ffORTE) Economic stimuli from women in research and technology

Federal Ministry
Republic of Austria
Digital and
Economic Affairs



- promotes women in scientific & applied research, technology and innovation
- Highly qualified women are encouraged to develop their ideas, establish new network contacts and achieve greater creative freedom and professional advancement.

Activities:

- **Workshops & career trainings for women in research, technology & innovation:**
free, high-quality trainings and discussions tailored to the career needs of female researchers and innovators, networking, peer-to-peer learning
- **Promoting female innovators: Pilot programme in 2020**
- **Studies, knowledge transfer & events**

<https://www.ffg.at/en/service/w-fforte-economic-stimuli-women-research-and-technology>

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LAURA BASSI 4.0

Federal Ministry
Republic of Austria
Digital and
Economic Affairs



THEMATIC OBJECTIVE

The programme aims to **create a digital future based on equal opportunities**, with a focus on female researchers and stakeholders.

Funding is provided for innovative projects

- that develop products, technologies & services
- at the intersection of digital transformation and equality of opportunities

- Funding: max. EUR 500.000
- Statistics: 7 projects funded

<https://www.ffg.at/en/program/laura-bassi-40-programme-0>

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COMET COMPETENCE CENTERS FOR EXCELLENT TECHNOLOGIES

Federal Ministry
Republic of Austria
Climate Action, Environment,
Energy, Mobility,
Innovation and Technology

Federal Ministry
Republic of Austria
Digital and
Economic Affairs



45 centers and networks in Austria in order to build key research competences through **cooperation between science and industry**, providing a network of hubs offering high quality research.

About 2000 Researchers, 1500 companies and 620 scientific partners are involved.

The proposal **has to include an HR-Strategy with activities for the advancement of women**. The increased number of women in non-university research and development is said to be due to the COMET programme.

Criteria: *Describe your **gender mainstreaming approach** and concrete measures for implementation. Explain how you **ensure equal opportunities** and an **adequate balance between male and female scientists** in all research activities and at all levels of the Centre (in terms of improving the gender balance in the sector). Explain the **impact** of already implemented measures.*

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GOOD PRACTICE: COMET CENTERS - VRVis

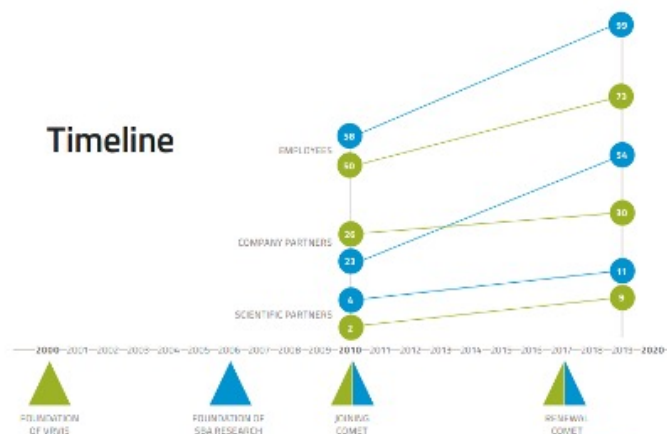


VRVis – Center for virtual reality and visualization research

Within five years, VRVis raised the percentage of women among its scientific personnel from the single digit percentage range to 27% – even though the number of female university graduates in the IT sector has been constant for years at only 13%.

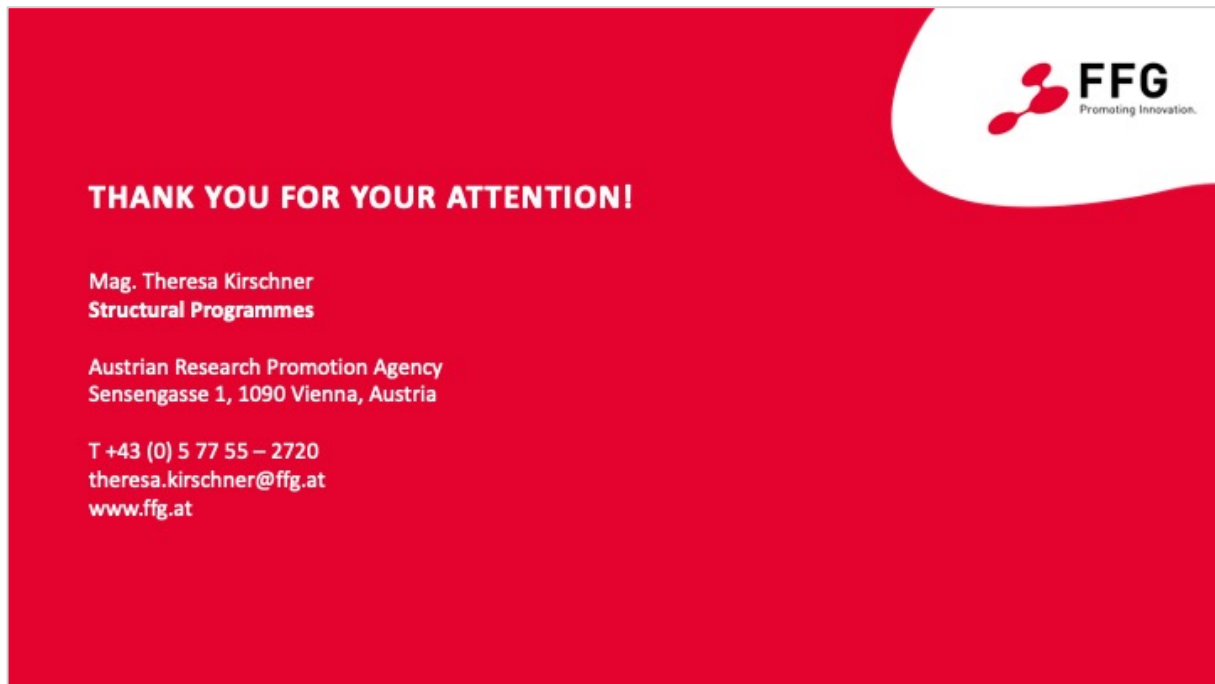
https://www.sba-research.org/wp-content/uploads/2020/05/Top-Level-Research_VRVis-and-SBA-Research.pdf

Timeline



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During the discussion, a participant highlights the innovativeness of the Regional Talents programme as it targets children and fosters cooperation between schools and research institutions. The specific question is how gender issues are taken into account. This programme has no specific gender criteria, although applicants must include the general gender criteria that FFG ask for all the programmes. Special attention is paid to have a female member in research teams to provide female role models. The Gender Working Group is aware of studies that show that having female role-models and using a gender-sensitive language makes both boys and girls eager to take up science and technology.

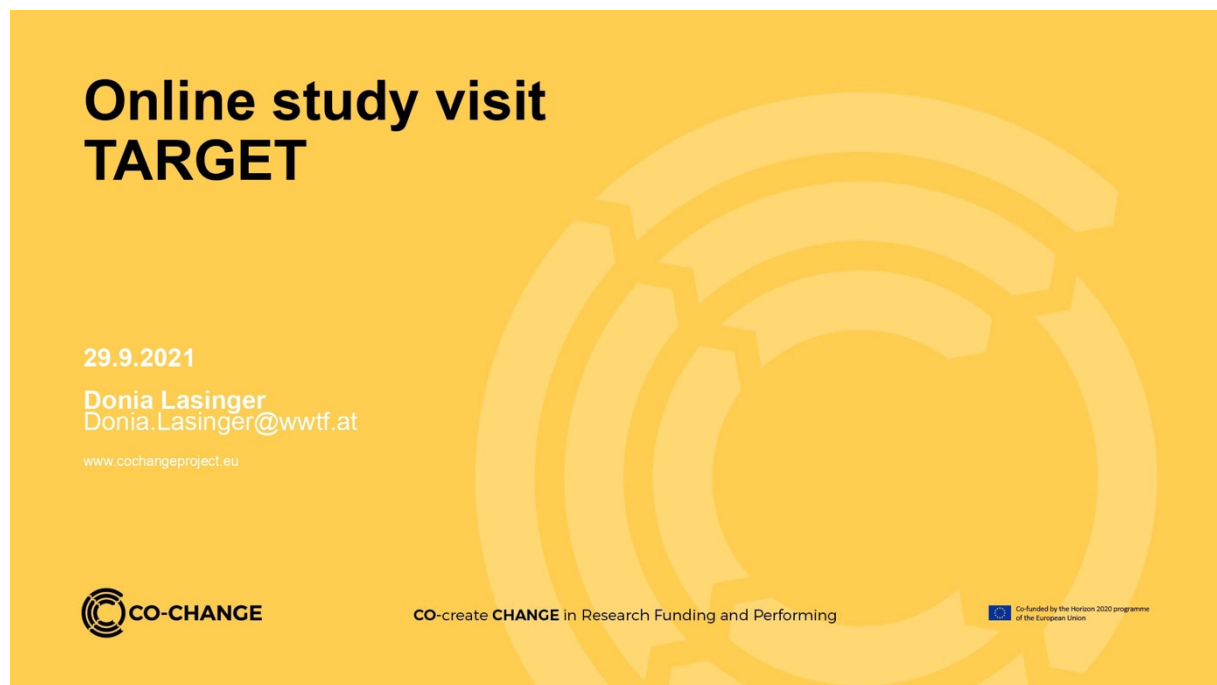
Another question relates to the problems FFG faces in getting applicants for some programmes. Whilst most research programmes are highly demanded, FEMtech Career (the programme that aims to promote equal opportunities in applied research) has more difficulties in getting applicants. One possible explanation is that the programme might be deemed underfunded for supporting structural change. Also, the programme might be too complex for organisations with scarce experience on gender policies. Furthermore, the programme is mainly targeted to companies in the STEM fields, which in general show limited interest on gender equality issues and are not compelled to act in this field because there are no legal requirements for implementing GEPs in non-university RPOs.

5 WWTF gender equality policies

Maria Caprile introduces Dr. Donia Lasinger, deputy managing director of WWTF. She has a background in business sciences, specialising in strategy and innovation management. She has been working as a consultant in this field on a national and international level since her doctoral studies. She's the co-author of the book 'The Signalnavigator', which combines theoretical knowledge and practical experience in the recognition and usage of early signals in innovative processes. She has been also involved in the sister project GEECCO and participated in the joint conference TARGET-GEECCO. Maria Caprile thanks Donia Lasinger for her collaboration, presents the main objectives of the session and opens a short round of table.

5.1 Institutionalisation of gender equality policies

Donia Lasinger starts her presentation by providing an overview of WWTF and how gender equality policies have been institutionalised.



01

Knowing the institution



CO-create **CHANGE** in Research Funding and Performing

Co-funded by the Horizon 2020 programme of the European Union



About me

Deputy managing director of the Vienna Science and Technology Fund (www.wwtf.at)

Project partner GEECCO & Co-Change

Master and doctorate in business sciences in Austria and Ireland (strategy and innovation management)

International and national strategy and management consultant

Expertise: innovation research, strategic development, research and innovation policy



WWTF: Distinctive features



- ▶ The only larger Austrian private non-profit organisation established to promote science and research
- ▶ Founded in 2001 | Funding since 2003: over 200 Mio. € have been awarded (Private foundation & City of Vienna); Annual budget Ø 10-13 M €
 - ▶ Most funds from private foundation
 - ▶ Connection to City of Vienna; but independent
- ▶ WWTF Mission:
 - ▶ We fund top scientific research in Vienna
 - ▶ We provide substantial funding for larger research projects and bring research group leaders from abroad to Vienna
 - ▶ We run competitive calls according to highest international standards



WWTF Organisation



Board of Directors

- Decision making body of WWTF
- Six members
- President: **Dr. Michael Häupl**



Advisory Board

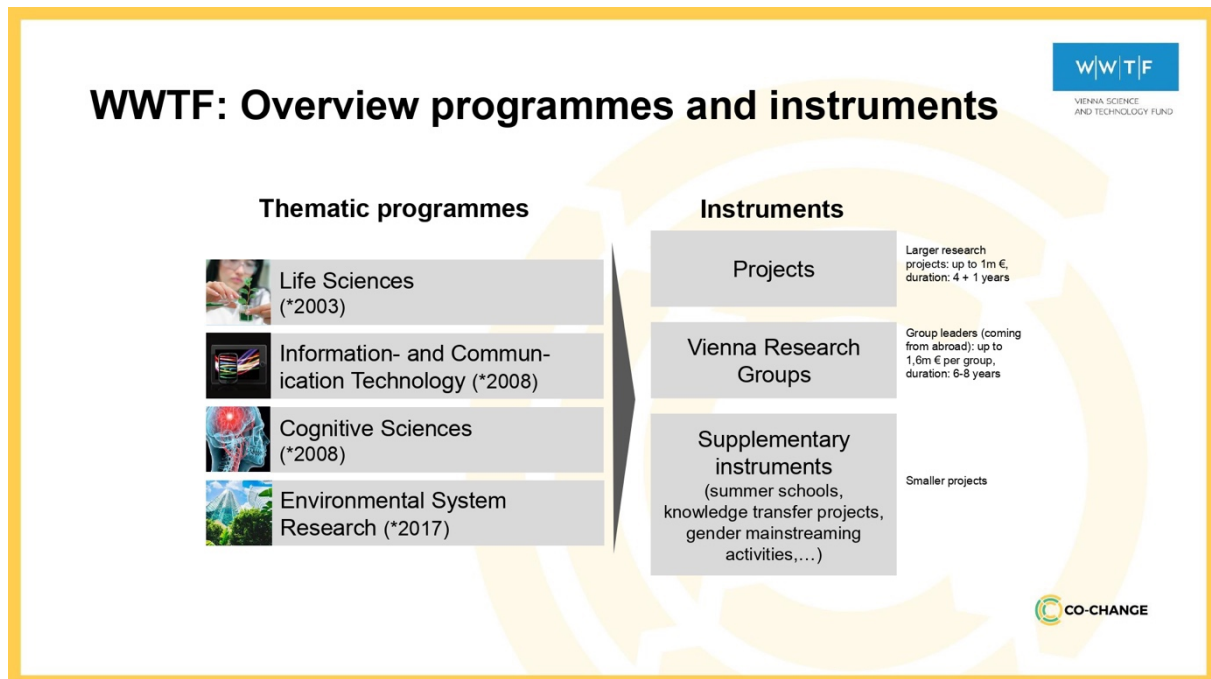
- 26 members
- Mainly scientists from Viennese universities
- Chair: **Dr. Erich Hampel**



Office

- Managing Director: Dr. Michael Stampfer
- Current staff: 8 (4 programme managers, 1 PM-assistance, 1 controlling, 2 office)





02

How gender equality policies have been institutionalised



CO-create **CHANGE** in Research Funding and Performing

Co-funded by the Horizon 2020 programme of the European Union

The role of a regional funding agency in RRI

Role of a funding agency: setting priorities, allocate resources (money) according to certain goals

- › WWTF mission: support excellent scientific research in Vienna in thematic priorities via competitive calls

Regional aspect: small but/and flexible

- › WWTF:

local/regional actor embedded in a lively context (research institutions, government institutions, other funding bodies)

only larger Austrian private non-profit organisation established to promote science and research

W|W|T|F

VIENNA SCIENCE
AND TECHNOLOGY FUND

since 2003:
over 200 Mio. €
spent
(private foundation
+ City of Vienna)



CO-CHANGE


What role does size play in respect to changing the game?



Donia Lasinger

CO-CHANGE

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Setting us in context

Research funding: national R&D funding in Austria dominated by two large agencies

- › Austrian Science Fund FWF (basic research, approved funding 2020: ~ 243 m Euro)
- › Austrian Research Promotion Agency FFG (applied research, approved funding 2019: ~ 773 m Euro)


Research landscape:

- › 9 public universities & large extra-university research performing organisations
- › ~200.000 students in Vienna
- › 2/3 of all Austrian basic research activities take place in Vienna

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Vienna as a place for science and research



**At a glance:
Research and development in Vienna**

46,061

R&D personnel (headcount, 2017)
= 35% of all R&D personnel in Austria

3.6 %

Vienna's research quota (2017)

1,560

research sites (2017)
= 31% of all research sites in Austria (of which 948 enterprises)

€ 103 million

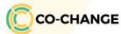
invested by City of Vienna in research and research promotion (2018)

30 %

of Austria's R&D spending (2017)
= € 3.3 billion (of € 11.3 billion total)

~190,000

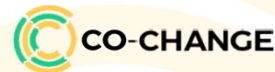
students (winter semester 18/19)
= Vienna and Berlin are the biggest university cities in the German-speaking region
* includes law universities



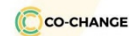
What we did



- › „Gender Equality in Engineering through Communication and Commitment“
- › 4-year EU-funded project (H2020-SwafS-2016-1)
- › establishing GEPs in 4 RPOs + implementing gender dimension in 2 RFOs in funding schemes, programmes and review processes
- **Inclusion of gender considerations in whole funding cycle**



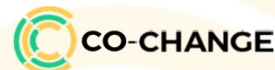
- › “Co-Create Change in Research Funding and Performing”
- › 3-year EU-funded project (H2020-SwafS-2018-2020)
- › initiating and implementing institutional changes in the areas of RRI via change labs
- **Consideration of RRI principles in the rewriting of funding guidelines and policies**



What we reached so far



- › Awareness raising (internal + external)
- › Update of internal processes and documents (gender in content, evaluation, jury composition,...)
- › Sustainability and extensive communication
- › Gender-neutral language policy
- › Monitoring („Log-journal“)
- › New gender policy in the making



- › Exchange with boards internally and experts about trends and necessities
- › New (shorter) funding guidelines giving more flexibility
- › Inclusion of additional stakeholders
- › Consideration of open science aspects
- › New open science policy in the making



5.2 Gender equality policies and measures

The second part of Donia Lasinger's presentation deals with the implementation of concrete gender equality measures and ends by a final assessment and lessons learned.

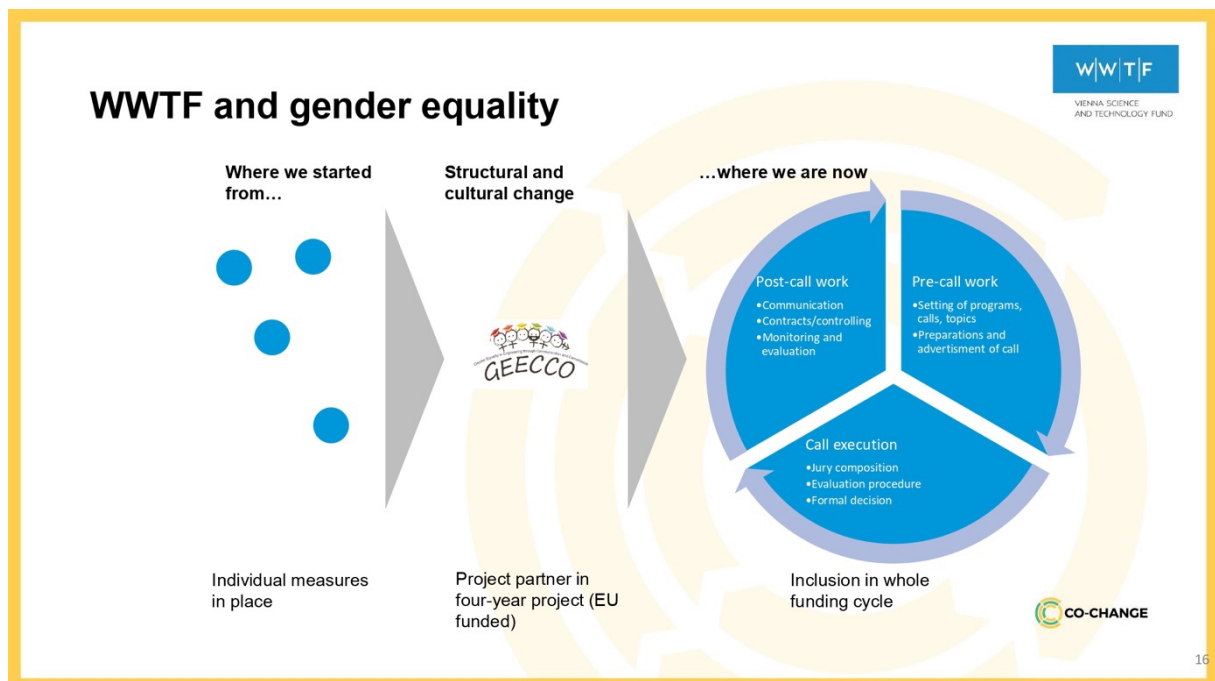
03

Knowing the policies/measures adopted to foster gender equality in careers/gender dimension in research – and their impact

CO-CHANGE

CO-create **CHANGE** in Research Funding and Performing

Co-funded by the Horizon 2020 programme of the European Union



Example: our way to more gender equality

W|W|T|F

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1. Setting the scene: building up knowledge and a gender friendly culture inhouse
2. Gather and bring forward good arguments: provide evidence that action is needed
3. Know where you are heading: formulate clear goals (and non goals) and measures to reach them
4. Finally getting started: implementation of a pilot initiative
5. Go back to a constant status: consolidate change within the institution

CO-CHANGE

GE change process in WWTF

W|W|T|F

VIENNA SCIENCE
AND TECHNOLOGY FUND

1. Setting the scene: building up knowledge and a gender friendly culture inhouse

Is this relevant here?!: internal discussions, awareness raising workshops and trainings

Intensive analysis and examination of topic „gender in research“ in funding organisations:

Starting point: place gender as cross-cutting issue in the organization itself

Example(s)

“female laboratory mice” – searching for examples inhouse



(Dis)-Advantage: small team

CO-CHANGE

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GE change process in WWTF



2.

Gather and bring forward good arguments: provide evidence that action is needed

Prerequisite 1: Analysing the status quo internally
 Status regarding gender in the different stages of the organization
 Analysis of sex-disaggregated data of different indicators

Prerequisite 2: Analysing the status quo externally and get to know what others do

Example(s)

Best practice mapping of 20 RFOs



(Dis)-Advantage: small organization



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GE change process in WWTF



3.

Know where you are heading: formulate clear goals (and non goals) and measures to reach them

Formulation of overarching key objective, intermediary objectives and respective measures + monitoring of progress

Being a small fish in a big pond – context matters!
 Learning from others + exchange

The wheel doesn't have to be reinvented
 No one-fits-all solutions that can be copied from one institution to another

Example(s)

Log-journal

RPO-RFO exchange

Gender AG (working group)

(Dis)-Advantage: context (applied versus basic research)



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GE change process in WWTF



4.

Finally getting started: implementation of a pilot initiative

Identification of a "Window of Opportunity"

Starting, even if the "perfect" measures have not (yet) been found

Balancing act between overanalyzing and evidence, perfectionism and pragmatism

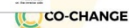
Learning by doing

Example(s)

One call instead of whole organization at once



(Dis-)Advantage: flexibility



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GE change process in WWTF



5.

Go back to a constant status: consolidate change within the institution

Communication: keeping colleagues involved and informed, reporting success stories to management

Monitoring & analysis: development and changes, identification of areas for improvement

Institutionalizing implemented measures (sustainability)

Example(s)

Gender-neutral language policy


Gender statement

Section on website

Right balance of information and communication: internally & externally



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W|W|T|F
VIENNA SCIENCE
AND TECHNOLOGY FUND

Breaking the status quo – The role of a small funding organization in gender mainstreaming

› <https://elephantinthelab.org/breaking-the-status-quo-the-role-of-a-small-funding-organization-in-gender-mainstreaming/>

CO-CHANGE

Reflections, impacts and lessons learned

- › **RFOs play a role** in RRI (**context matters!** E.g. private vs. public, size, public laws,...) – “being a small fish in a big pond”
- › **Internal knowledge building** and awareness raising important to prevent resistances (monitoring)
- › Provide **evidence** that there is need for action (look outside, not being a first-mover, collect best-practice examples)
- › Creating **networks** of peers to exchange on experiences (and to adapt to own needs)
- › Communication of changes to give **signals** (“openness”, “gender in content”,...)
- › Intensifying **exchange** between funding agencies and research institutions (important but before less often & informal)

Supporting and inhibiting factors for our case



Further results of GEECCO and Co-Change

Reviews: [Review on Human Computer Interaction and Gender](#), [Robots and Gender](#), [Energy and Gender](#), [Mobility and Gender](#)

Videos: [Humans & Computer](#), [Robots in our Society](#), [Energy for all](#)

Reports:

- › [Best practice examples of gender mainstreaming in Research Funding Organizations](#)
- › [Guideline for jury members, reviewers and research funding organizations' employees](#)
- › [Overview and assessment of gender criteria for funding programmes](#)
- › Overview of results: <https://www.wwtf.at/news/news/O10579/detail/#O10579>

Project websites:

<http://www.geecco-project.eu/home/>
<https://cochangeproject.eu/>



Discussion starts by stressing how WWTF has managed to play an influential steering role for advancing gender equality in R&I, although it is a small RFO. This is an issue relevant for TARGET, as all RFOs are small organisations. Donia Lasinger highlights that one of the advantages of being a private and small RFO is the freedom to try things out and learn from regulations already in place for public institutions. They were not a first mover and they could learn from the other organisations and focus on good practice examples. Also, being a small organisation facilitated to adopt a holistic approach and to be flexible to accommodate new procedures. Nevertheless, small size has also disadvantages, namely not being able to conduct large scale experimentations, such as the randomized controlled experiments implemented in the Volkswagen foundation.

A participant asks for further details about the pilot project and the resistances found when initiating the process. Donia Lasinger begins by stating that before the pilot project WWTF had no gender criteria for evaluation in their calls. The pilot programme started by conducting an assessment of gender criteria adopted by other organisations, specifically in basic research. The next step was to design an online form for applicants asking how gender mainstreaming is addressed and how teams are organised. Participation in GEECCO enabled a discussion on how to frame scientific quality in a gender-sensitive way. Following this, for instance, they changed the CVs, giving less emphasis on quantitative indicators for academic success (publications and impact) and more relevance to gender in research content. In addition, gender issues in the composition and organisation of the project team were also included (not only gender-disaggregated data, but also the allocation of roles and working time; work-life balance, etc). Juries were informed, with explicit indications that they should evaluate gender issues in research teams

and the integration of the gender dimension in research content. A new requirement was established to ensure gender expertise in the juries. WWTF considers that having one gender expert is not enough, the aim is to have six or seven members with both expertise in gender and in the related field they evaluate.

Concerning resistance, the main discussion hinged around gender in research content. The typical answer was 'it does not play any role in my field of research; it is simply not relevant'. WWTF has implemented several capacity building measures for tackling this, such as workshops and a handbook for their programme managers. A facilitating factor was to be part of a Horizon 2020 project, because it provided legitimacy, support from other partners with gender expertise and resources.

Another relevant topic during the discussion touched upon how WWTF involves other stakeholders and communicates with other organisations that are implementing gender equality measures. Concerning RFOs, WWTF has regular meetings with FWF and FFG, participates in a network of regional RFOs and has also fluent exchanges with German organisations. Networking among RFOs is very useful for sharing experiences and good practices. Donia Lasinger also participates in several juries of other RFOs, so she knows in-depth how they establish the juries and implement evaluation criteria. She has noticed certain cultural change, with greater acknowledgment of the importance of the gender dimension in research content. On the universities side, WWTF fosters direct links to rectorates and administration staff that helps applicants. This is important because they can check the questions researchers have, the amount of work they have to do to meet the standards, potential problems, etc. Also, in the WWTF advisory board there are representatives of universities.

6 FWF gender equality policies

Facilitator Maria Caprile introduces the speakers Dr. Sabine Haubenwallner, Head of Unit of Gender Issues and Dr. Barbara Zimmermann, Head of the Department Strategy and Careers. Maria Caprile thanks the speakers for their collaboration and presents the main objectives of the session. After a short round of table, the first presentation begins.

6.1 Gender mainstreaming and diversity

Sabine Haubenwallner provides an overview of gender mainstreaming and diversity policies in FWF.



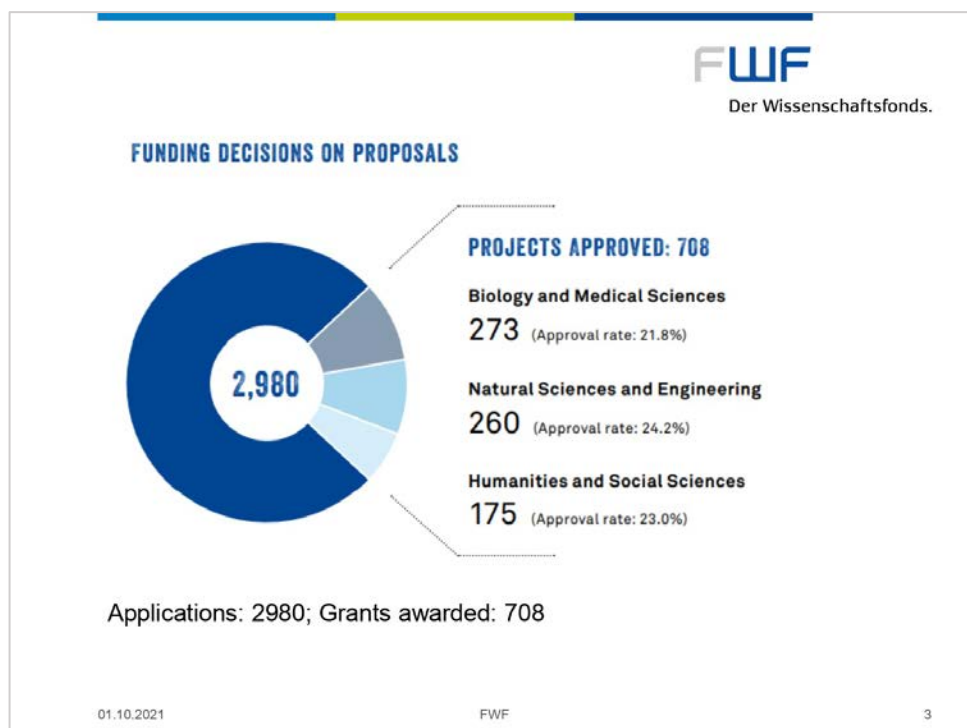
Goals of the FWF

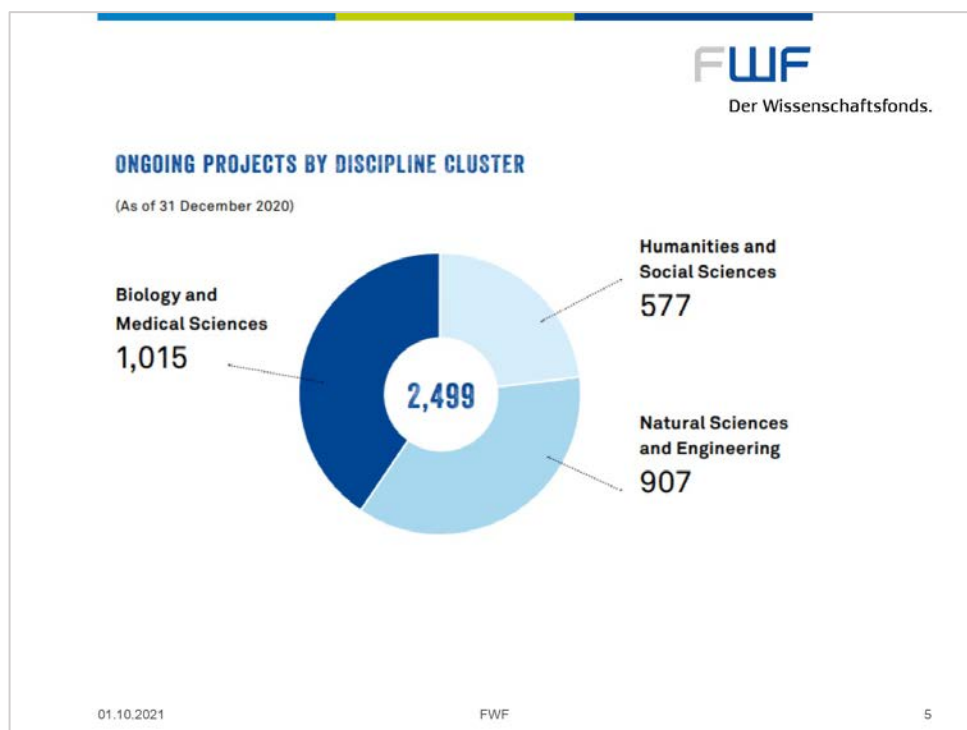
- To further improve Austria's research performance on the international stage and to increase the country's attractiveness as a research location, primarily by funding top-class research conducted by both individuals and teams, but also by helping to enhance the competitiveness of Austria's research facilities and its innovation system as a whole.
- To heighten Austria's research potential, both qualitatively and quantitatively, in line with the principle of research-based education.
- To strengthen links and foster interaction between scholarly research and all other fields of economic, social and cultural activity, and in particular to enhance the standing of basic research through concerted, long-term public relations work.

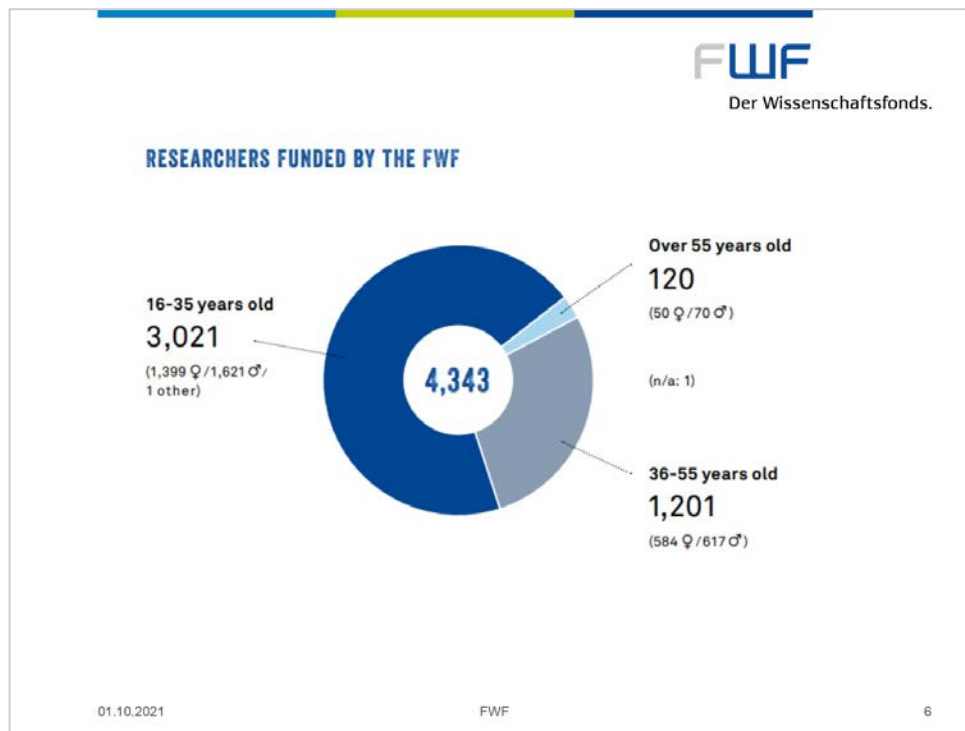


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FWF
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FWF
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FWF Gender Mainstreaming and Diversity

Milestones

- 2005** – Establishment of the staff position (40% position management, ½ position administrative support)
- 2007** – Establishment of the [genderAG](#) (overarching working group at the location of the FWF office with other funding/research organisations)
- 2009** – Gender Awareness workshop at FWF incl. participation of executive board members and FWF staff
- 2011** – Establishment of Schiebinger's 'gendered innovations' approach and integration of the requirement to reflect on the gender dimension in the SFB/DK programme

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FWF Gender Mainstreaming and Diversity




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Milestones

- 2015** – Equal opportunity monitoring on the FWF homepage and in addition information for each individual program at the FWF-dashboard
- 2019** – Integration of the obligatory reflection of the gender dimension in all programmes
- 2019** – Adoption of the strategy on gender and diversity and integration of the requirement to reflect the gender dimension in all FWF programmes
- 2020** – Publication of the strategy on the FWF homepage
- 2021** – Update of the strategy on gender and diversity 2021-2023

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FWF & Gender Mainstreaming



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FWF-Gender-Mainstreaming-Strategy in Research Funding

- Equal opportunities for female and male researchers
- Integration of the gender dimension in the research content of all programmes

Mainstreaming:
Gender equality standards for all decision-making processes


Special Programme:
Carrier development programme for women including specific supporting measures

Governance:
FWF monitors gender-disaggregated data (participation, success rate)

FWF-Organisation:
Gender training for staff, FWF intranet page, national cooperation (genderAG), european collaboration D-A-CH

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FWF Gender Mainstreaming and Diversity


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How do we support gender equality?


- FWF [website/gender](#) provides general information on relevant issues
- FWF [gender staff unit](#) facilitates the discussion with the executive board
- FWF [gender equality standards](#) function as guidelines for internal processes
- FWF [policy on gender and diversity](#) describes FWF principles
- FWF monitoring of [gender equality](#) via [disaggregated data](#)
- FWF information about [unconscious bias](#) to support reviewers
- FWF [career development programme for women](#) support female researchers in their individual research
- FWF [ESPRIT](#) programme for young postdocs (50% of the funds are reserved for female researchers)

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FWF Gender Mainstreaming and Diversity


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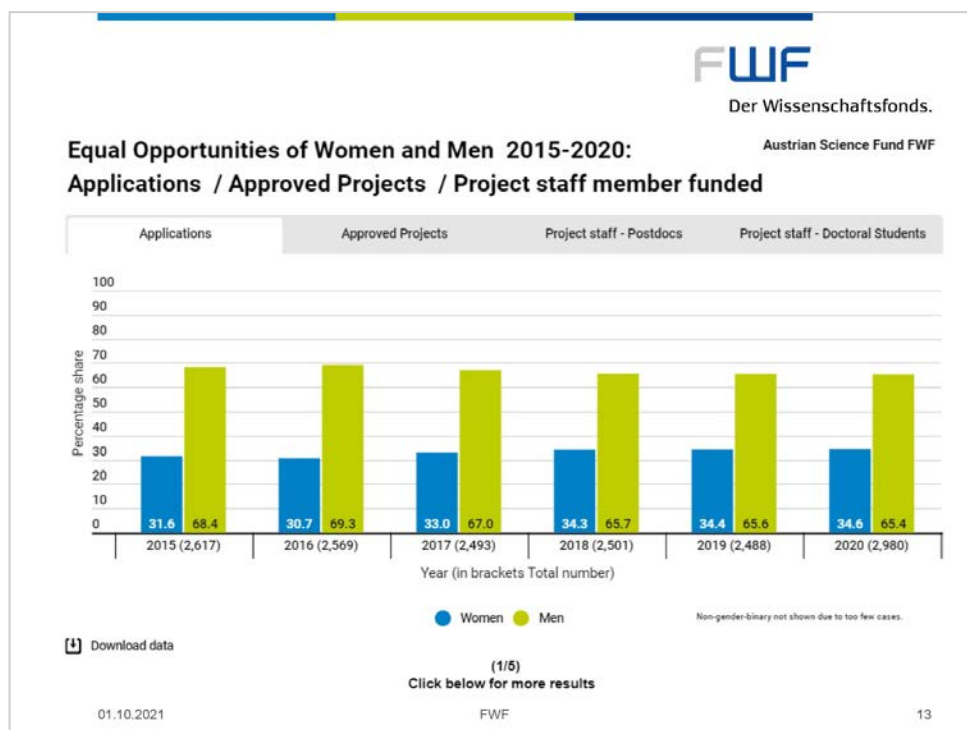
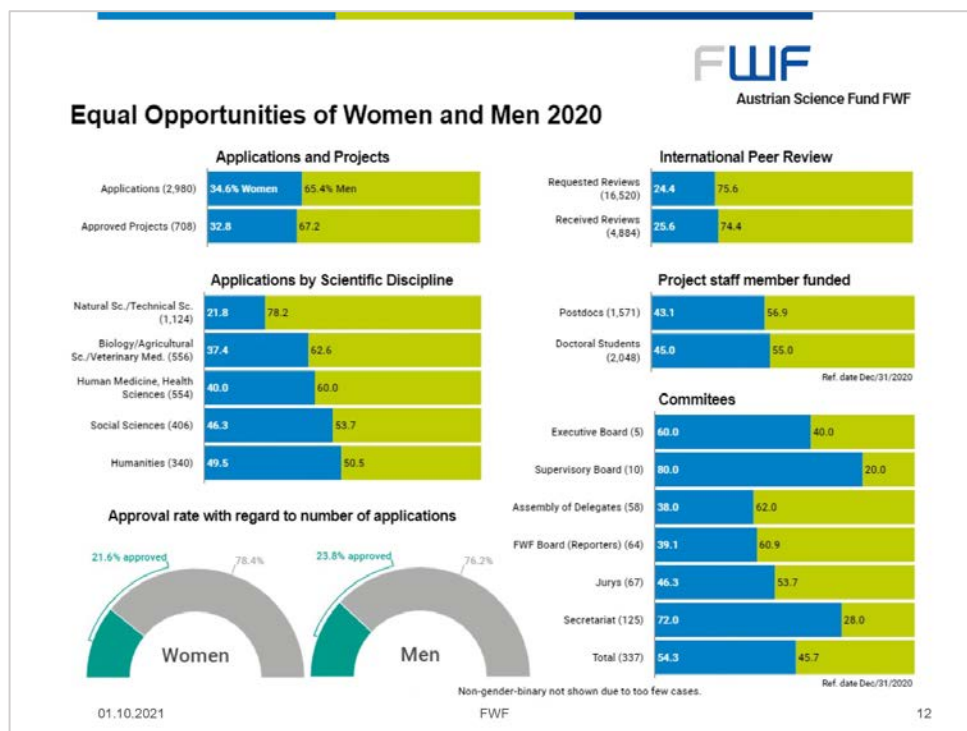
How do we monitor & verify effectiveness?

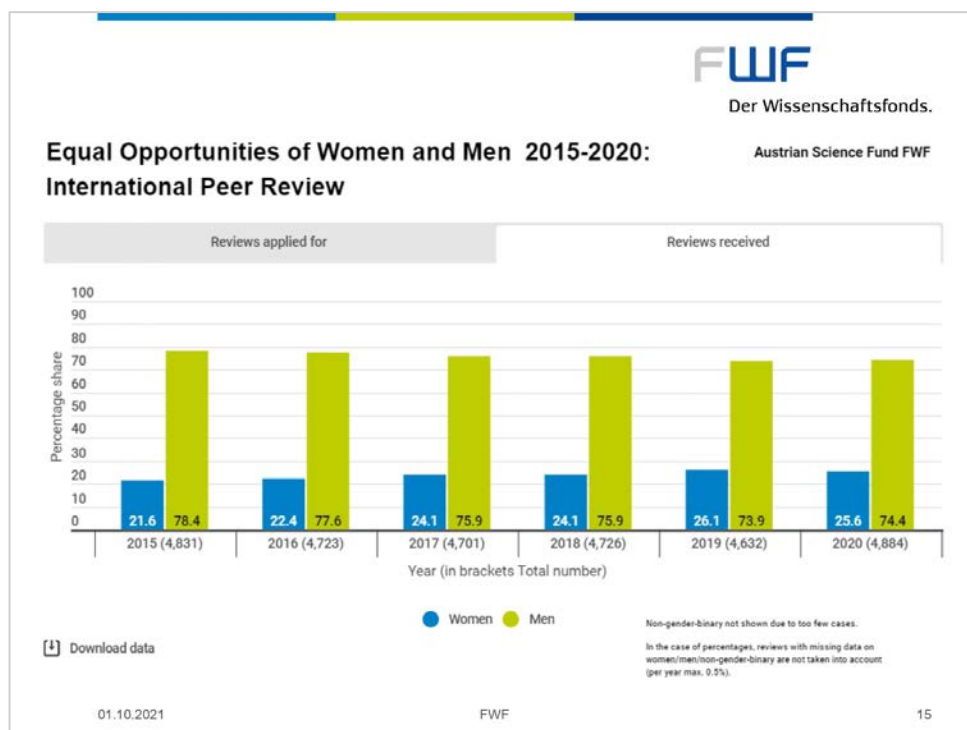
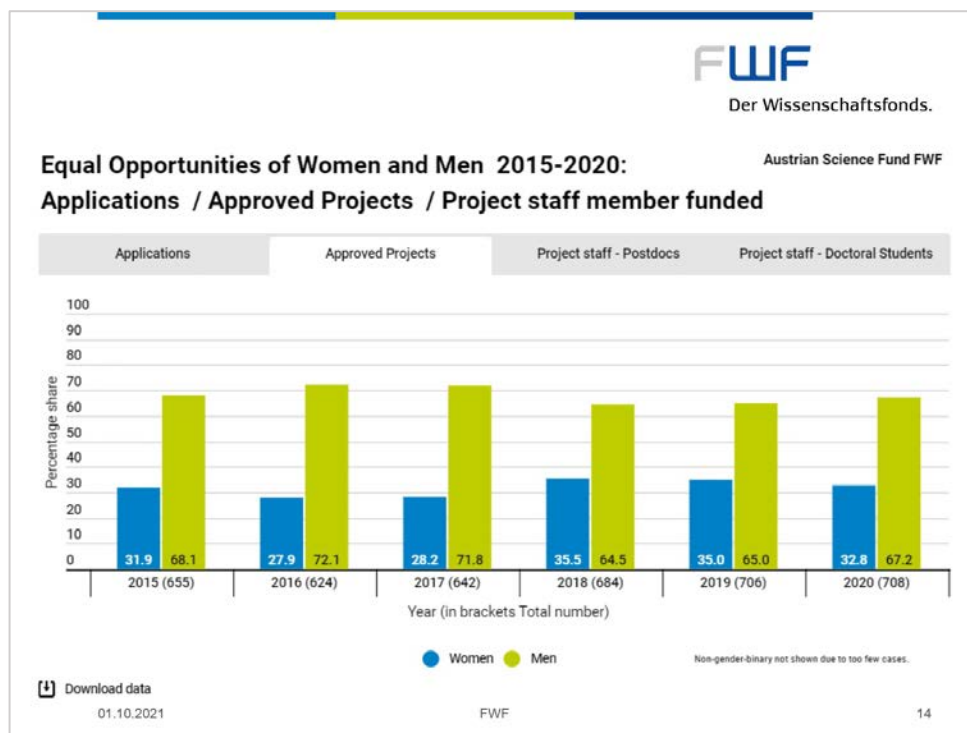
- FWF website – [monitoring equal opportunities](#) visualizes data on a yearly basis

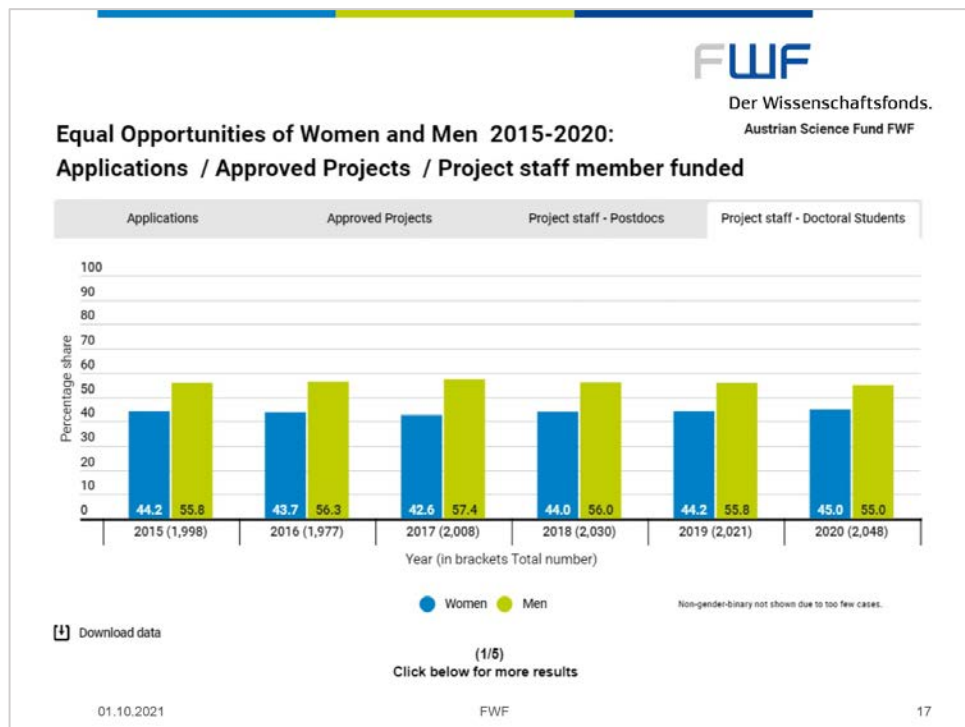
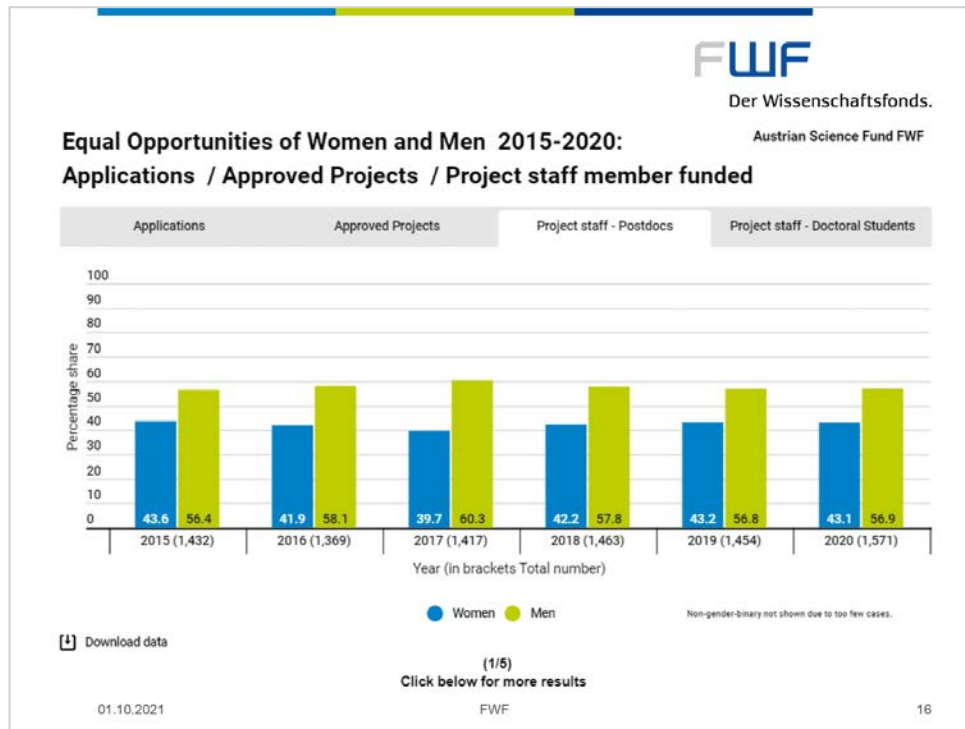
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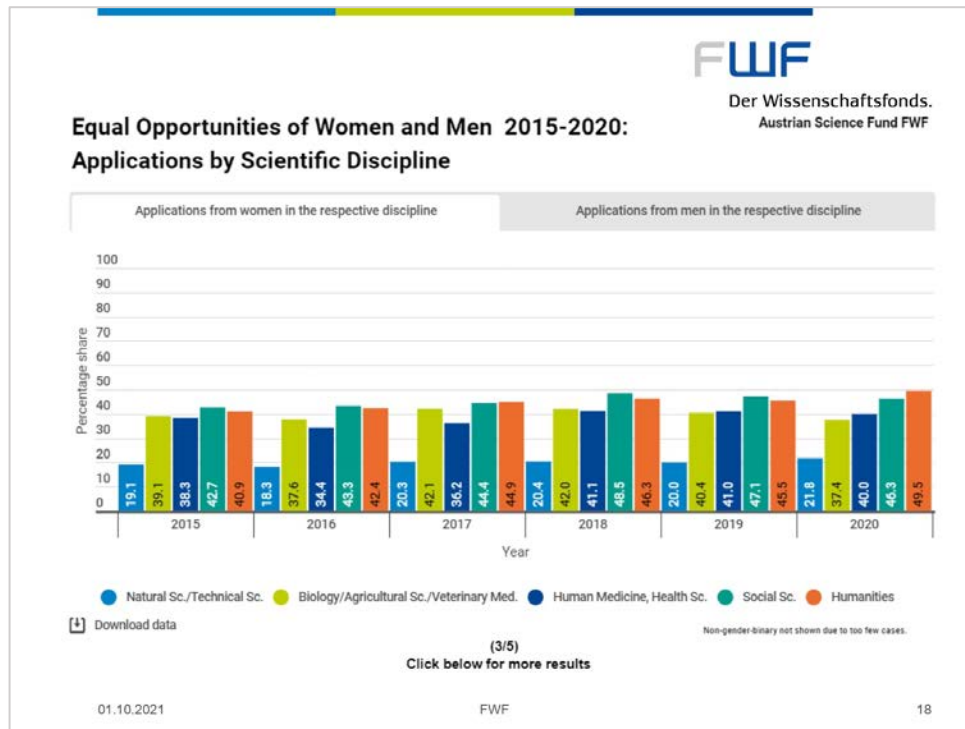
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FWF Gender Mainstreaming and Diversity

How do we monitor & verify effectiveness?

- Description/discussion of results [in our annual reports](#)
- [Specific studies](#) on ex-ante evaluation addressing corresponding issues

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Discussion focuses on specific facilitating factors for implementing gender mainstreaming. Top management support was a key factor. In addition to Ministry aims to increase the participation of female researchers in FWF portfolio, an executive board member was fully committed to take action. Therefore, it was not difficult to get the resources to start working on this topic. Resources are important because it is a time-demanding work for the people who are in charge of the process, which also entails specific training on gender. Afterwards, it was not difficult to set up the gender awareness workshops and they were a very important step. First, because it provided the required competence to position the staff and design the policies. Second, the Executive Board needed to be part of these workshops because it helped to give them more relevance and motivated co-workers to join it. There was participation across all the structures, including leading figures and administrative staff joining the discussion. Hard work started after the workshops - in the implementation stage. It took around ten years to establish a comprehensive gender mainstreaming framework. An important aspect was the encouragement and support from the Ministry for setting a structure to gather data and build meaningful indicators for monitoring. Once FWF had this structure it was easier to continue forward. The next and major step was to define the strategy, which took almost two years of discussions in the Executive Board.


Another issue in the discussion relates to the self-assessment of the work carried out by the Unit of Gender Issues. This unit is composed by representatives from the departments, which have different functions and different targets. They work together to inform and provide recommendations to the Executive Board on how to transfer the strategy to each department. In

parallel, they discuss with technicians the feedback they get from applicants. However, they are thinking of restructuring this body and creating a specific Advisory Board for gender equality.


6.2 Funding portfolio

Barbara Zimmermann presents the FWF funding portfolio with a special focus on the recent realignment of the career development programmes.

The FWF funding portfolio




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EXPLORING NEW FRONTIERS: Funding of top-quality research

- Stand-Alone Projects
- International Programmes
- Special Research Programmes (SFBs)
- Research Groups
- START Programme
- Wittgenstein Award
- Weiss, ASMET, netidee, Herzfelder
- 1000 Ideas Programme



CULTIVATING TALENTS: Development of human resources

- doc.funds
- doc.funds.connect
- Schrödinger Programme
- **ESPRIT Programme**
- Richter Programme/Richter PEEK
- Young Independent Researcher Groups




REALISING NEW IDEAS: Interactive effects between science and society

- KLIF
- PEEK
- #ConnectingMinds
- Support for Scientific Publications
- Science Communication Programme
- Top Citizen Science

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Career programmes Status before 04/2021



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- Lise Meitner Programme: incoming / reintegration programme, brain gain, and the establishment of international co-operations; targeted to postdocs from abroad (24 months, average €165,000)
- Hertha Firnberg Programme: maximum support for female postdocs at the beginning of their career or when returning after maternity leave in Austria (36 months, average €240,000)
- Elise Richter Programme (Elise Richter PEEK) supports female researchers working in Austria with their career development in terms of a university career; postdoc experience is required (average 40 months, €325,000)
- START Programme to build, consolidate, and head a research group and acquire the qualifications for a leadership position in the academic system; targeted to young researchers with excellent track records (72 months, average €1 million)

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Career development for women before 04/2021



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For exceptionally qualified female researchers who wish to pursue university careers, the FWF offers an opportunity to receive a total of six years' funding in a two-stage career development process, 2 calls per year (spring / fall).

- The **Hertha Firnberg** post-doc programme to support women at early stages of their academic careers. Funding: 3 years, Postdoc salary, + 12,000 € / year, including 2,000 € for coaching or HR development measures
- The **Elise Richter** senior post-doc programme, which is designed to help women gain the qualifications necessary to apply for a professorship in Austria or abroad. Funding 12 to 48 months, Senior postdoc salary, project-specific costs up to €15,000 per year, including €2,000 for coaching or career development, plus 5% general costs

Plus: Networking, Coaching, Visibility measures; lump-sums for full-time working mums up to 3rd anniversary of child

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Overview of the FWF's future funding portfolio (as of 2020)



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Projects	Careers	Cooperations
STAND-ALONE PROJECTS Projects for all disciplines	DOC.FUNDS Promotion of structured doctoral education	YOUNG INDEPENDENT RESEARCHER GROUPS & RESEARCH GROUPS Promotion of teams from 3-5 PI
KLIF Clinical research projects	SCHRÖDINGER FELLOWSHIPS Promoting the international mobility of young postdocs	SPECIAL RESEARCH PROGRAMMES (SFB) Promotion of teams from 5-15 PI
PEEK Projects for the development and enhancement of the arts	EARLY STAGE POSTDOCS Promotion for postdocs at the start of their careers	INTERNATIONAL PROGRAMMES Promotion of international research cooperations
1000 IDEAS PROGRAMME Promotion of completely new, daring or particularly original research ideas	ADVANCED STAGE POSTDOCS Promotion for advanced postdocs	#CONNECTINGMINDS** Pilot projects for transdisciplinary research ideas and approaches
	WITTGENSTEIN AWARD Award for established top researcher	
	AUSTRIA RESEARCH CHAIRS* Recruiting and promoting outstanding professors	

* In discussion; depends on the financing through the Excellence Initiative of the federal government.

** Depends on the financing through the National Foundation for Research, Technology and Development.

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Realignment of the career programmes Foundations / 2019



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- Assessment of programme objectives, some of which have existed for 20 years (evaluations, experiences with programme management, feedback from applicants, final reports, and surveys with the FWF Board and reviewers)
- Changes in framework conditions (“competition for the best minds”)
- Changes in numbers of applications, especially the numbers of female applicants and the allocation of funds
- Comparable international examples (consultation with DFG, SNF, member of the Science Europe Working Group on Research Careers, publication of [Postdoctoral Funding Schemes in Europe](#))
- Chair of the Science Europe Working Group on Gender und Diversity and preparation of the [Practical Guide to Improving Gender Equality in Research Organisations](#) with other European funding organisations

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Realignment of the career programmes Aims and vision

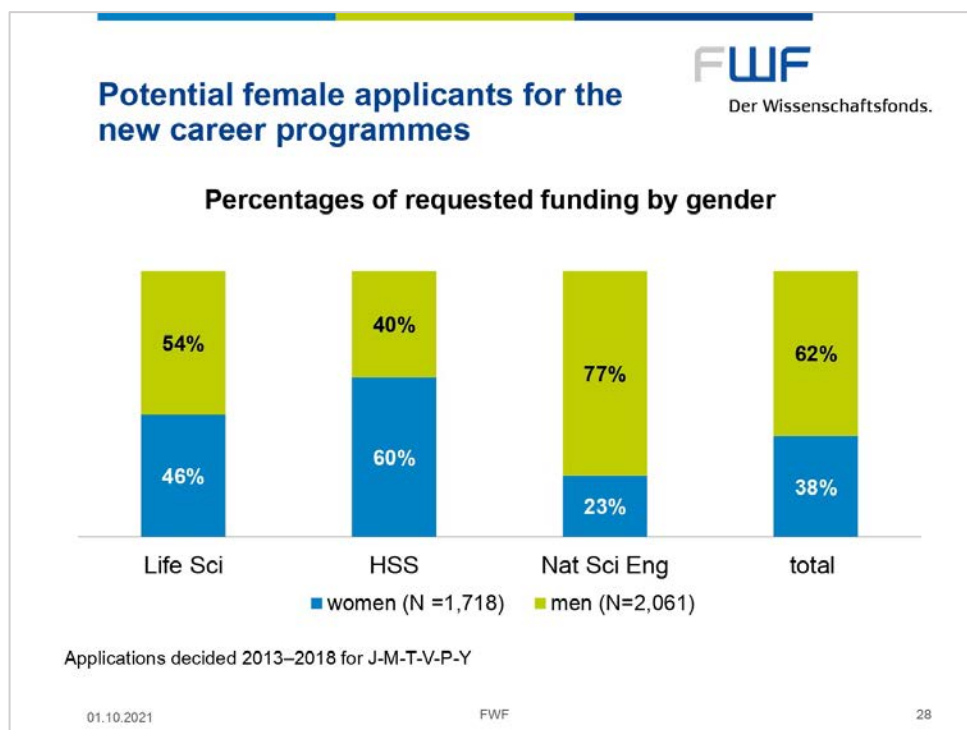
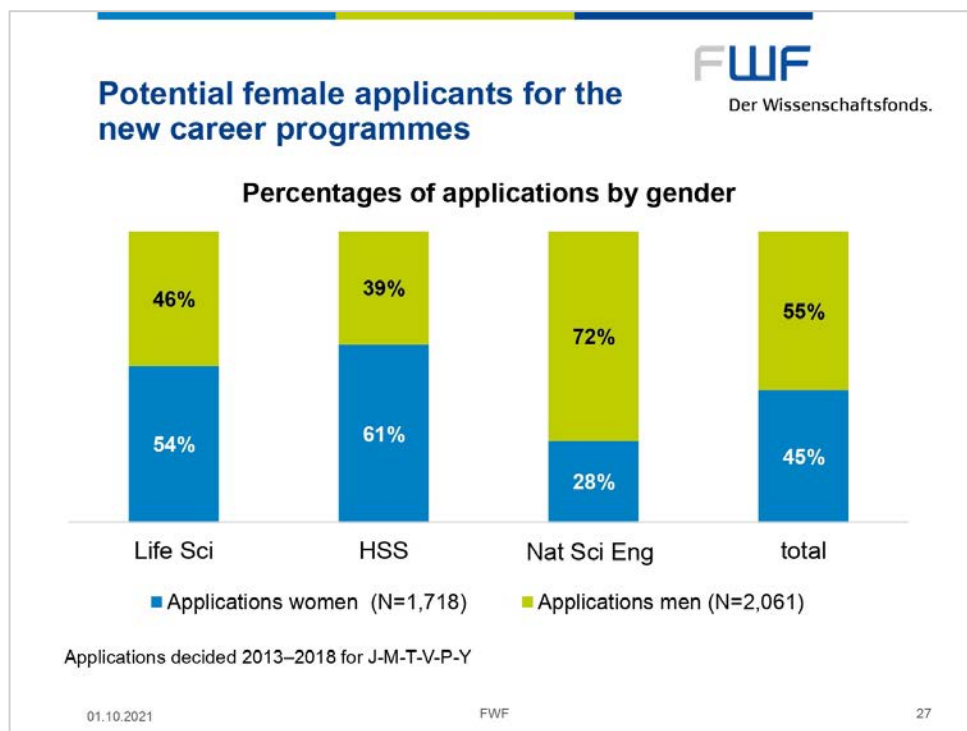


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- Simplified programme portfolio instead of diverse programmes with similar aims and differing reputations (impacts, financial support, and duration)
- Standardised programme aims and emphasis on the similarities of the applicants rather than the differences
- Equal opportunities for different applicants at the same career level
- Better promotion of more women; measures for the promotion of women also in the new programmes
- New standards in the promotion of women in all FWF programmes
- Incentives and more awareness for equal opportunities at research institutions

Vision: Equal allocation of funds and opportunities should become the norm.

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Potential female applicants for the new career programmes



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Bottom line:

- Sufficient potential female applicants for the new career programmes
- However, the allocation of funding is not fair (projects submitted by women are less expensive **due to the inherent programme design**; the most expensive projects (START) have the highest percentage of male applicants); in the case of Stand-Alone Projects and START (= equal conditions for women and men), women request slightly more funding per project on average than men.

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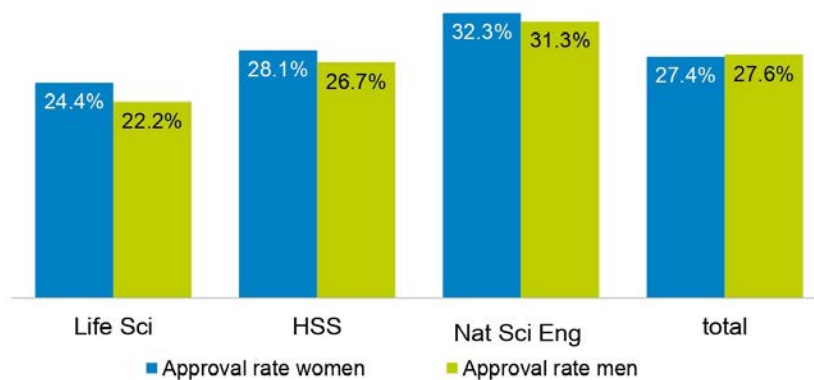
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No gender bias in the review and decision-making process



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Approval rates by gender

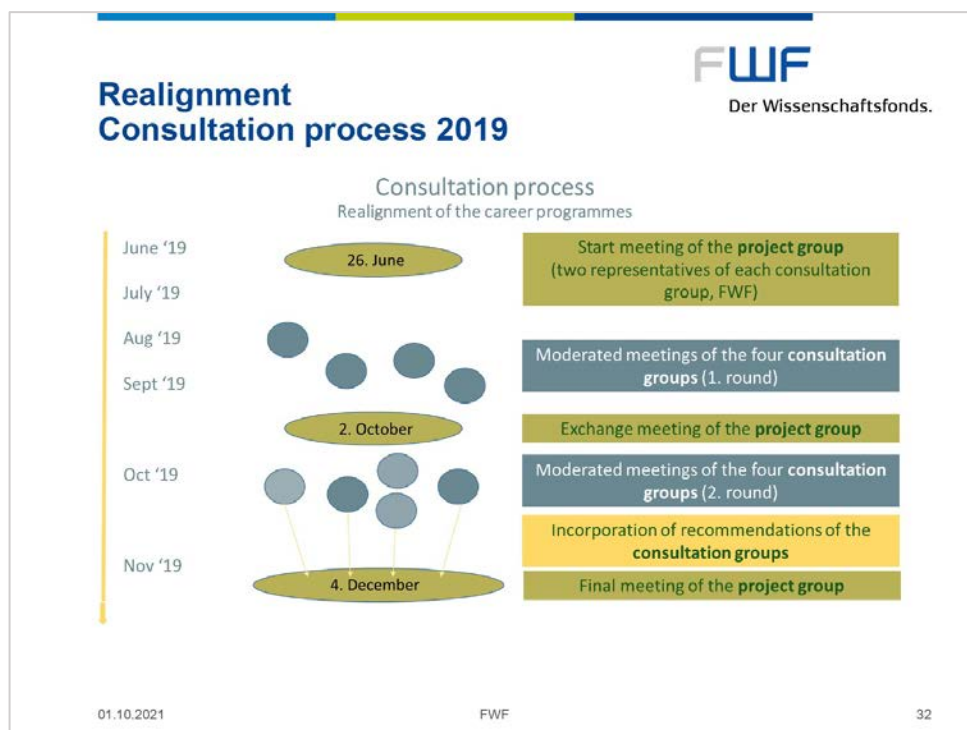
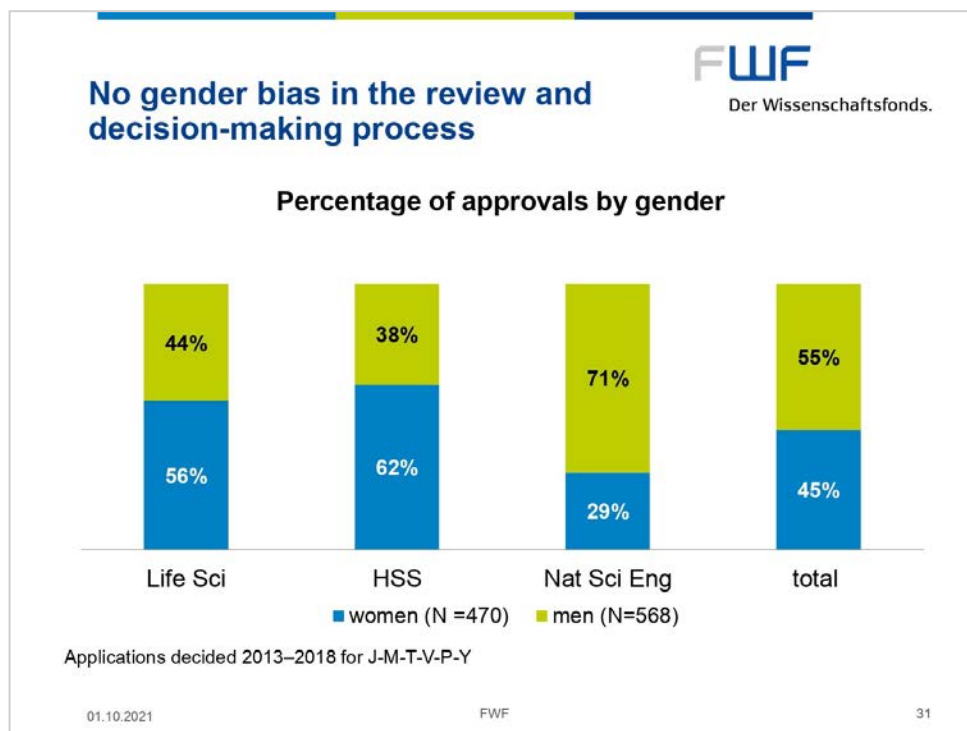


Applications decided 2013–2018 for J-M-T-V-P-Y


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Results of the consultation process




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- **Risks:**
 - Loss of the unique characteristic of promotion of women
 - Reduced visibility of young female researchers
 - Fewer applicants and ultimately fewer funded women
- **Opportunities:**
 - Standardisation of target groups
 - Clarity and simplicity
 - Longer project duration and more funds in comparison with the status quo
 - Expansion of programme portfolio for men
- **Recommendations**
 - Expand the measures for the promotion of women prior to the application process and in the projects
 - Procedures: gender-equal committees, guidelines for decision-making bodies, awareness raising etc.

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Advanced Stage Programme “on ice”



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Aims

- Career development: support in establishing scientific and scholarly independence
- Sustainable mutual added value for researchers and research institutions: long-term integration of researchers
- Funding of excellent, innovative research, development or establishment of new research domains and/or approaches
- Attracting and retaining outstanding researchers

Target group (Level R3)

- Outstanding researchers of all disciplines (incl. arts-based research) for the establishment of their scientific/scholarly independence; especially targeted to women

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ESPRIT

Early Stage Programme: Research - Innovation - Training

Objectives

Succeeded Meitner and Firnberg programmes;
Guidance and support by [GRANTed](#) (Grant allocation disparities; Horizon 2020 project)

- **Target group**
 - Highly qualified Postdocs from all disciplines from Austria and abroad (max. 5 years after PhD completion);
Not eligible are applicants who have a permanent position at a research institution
- **Objectives**
 - Promotion of excellent and innovative research
 - Retaining and attracting outstanding researchers
 - Promotion of female researchers
 - Career and skills development




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ESPRIT

Basic information

- **Submission**
 - On a rolling basis / PROF!; with mentor
- **Funding**
 - Salary for the project leader + € 15.000 p.a. for other costs or up to € 25.000 p.a. with a budget plan; global budget;
 - Supporting measures for the promotion of women (e.g. coaching and networking, child allowances)
- **Duration**
 - Three years
- **Programme-specific characteristics**
 - Career and mentoring plan for development of career and competences: Establishing an independent research profile
 - In case of equal qualification and proposal quality: Preferential funding of female researchers; half of the project funds reserved for women




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ESPRIT

Specific accompanying measures for women



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Application

- Guidelines: sensibility on formulations (cooperation with GRANteD (Grant allocation disparities; Horizon 2020 Projekt))
- CVs formalized, include Education, Position(s), Career breaks, Net research experience (only for the project leader), Research interests, Mentoring and supervision experience (only for the mentor)

Evaluation

- Sensibilisation of the reviewers via FWF-Webpage
- Anti-bias training for the FWF- decision-making bodies


Aim

- At least 50% of the projects for women

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ESPRIT

Decision-making Procedure



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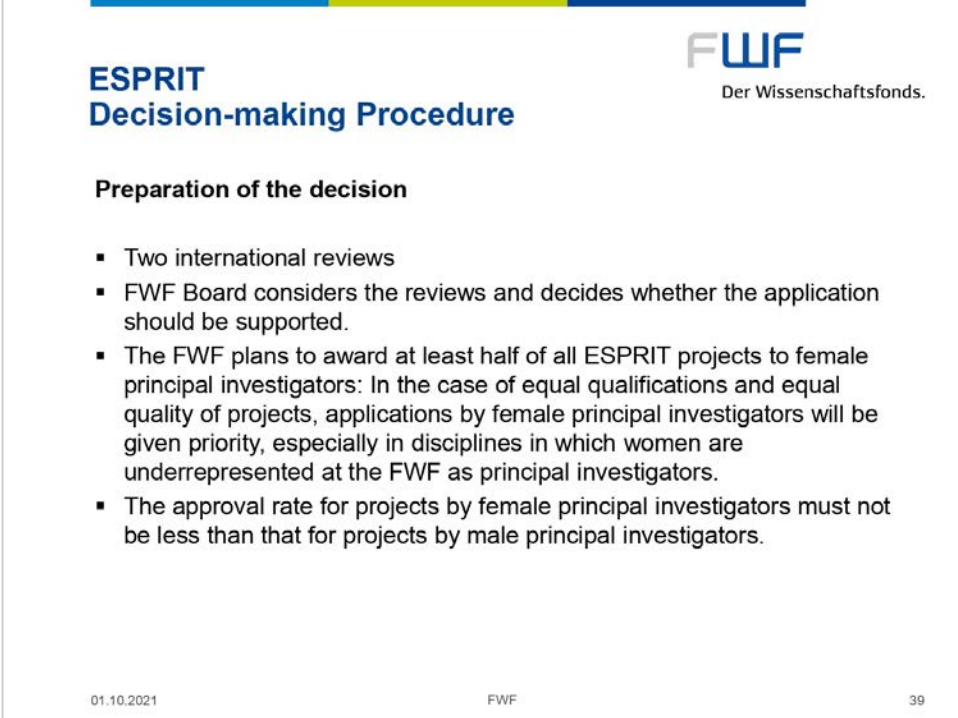
Decision-making Procedure

- International peer review / decision in the FWF- Board

Criteria

- 1) Innovation and originality
- 2) Quality of the proposed research
- 3) Approach and feasibility
- 4) Qualifications of the principal investigator
- 5) Ethics and gender
- 6) Contribution of the research project to the career development of the principal investigator and the suitability of the mentor
- 7) Suitability of the research institute
- 8) Overall evaluation

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ESPRIT
Decision-making Procedure

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Preparation of the decision

- Two international reviews
- FWF Board considers the reviews and decides whether the application should be supported.
- The FWF plans to award at least half of all ESPRIT projects to female principal investigators: In the case of equal qualifications and equal quality of projects, applications by female principal investigators will be given priority, especially in disciplines in which women are underrepresented at the FWF as principal investigators.
- The approval rate for projects by female principal investigators must not be less than that for projects by male principal investigators.

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FWF
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EXPLORING NEW FRONTIERS
CULTIVATING TALENTS
REALISING NEW IDEAS

Thank you!

FUNDING
THE WAY FORWARD

Discussion starts by asking further details about the realignment of programmes. According to Barbara Zimmermann, it is easier to adopt a women's programme than adopt consistent gender criteria for the whole portfolio. Here empirical evidence was key. Evaluation of women's programmes show persisting obstacles for women entering research organisations despite receiving these prestigious grants. Furthermore, monitoring data shows a huge increase in the number of female applicants in all programmes and provides meaningful insights about gender

inequalities in the allocation of funding. While success rates for women and men similar, differences in the allocation of funding are related to scientific field: more men than women apply for research in STEM fields, where projects have higher budgets. Hence, establishing gender criteria is expected to foster the presence of women in STEM research.

A participant asks how FWF ensures that evaluators have gender competence. FWF does not have a reviewer pool, reviewers are specifically selected for each proposal. The applicants have to address the gender dimension and the reviewer is expected to know the standards in its discipline. Training was provided for FWF board members that take the decisions based on the reviews. There was no resistance to attend these trainings and feedback was positive. One issue that might have favoured attendance is that the FWF's president attended the trainings and strongly recommended them.

Annex – Background note

To facilitate active participation in the sessions, a background note was distributed in advance providing an overview of the RFOs and their gender equality policies

1. FFG – The Austrian Research Promotion Agency

Background

The Austrian Research Promotion Agency (FFG) is the national funding agency for industrial research and development in Austria. It was founded in 2004. All FFG activities aim to strengthen Austria as a research and innovation centre on the global market and thus help to ensure the long-term availability of high-quality jobs and maintain the prosperity of one of the world's wealthiest countries. Among their objectives FFG manages and finances research projects in the business and science sectors, impulses programs for the economy and research facilities, and networks fostering cooperation between science and industry. FFG acts as the national contact point for the EU program Horizon 2020 as well as other international programs and is actively involved in a range of European and international initiatives including many ERANETs and the Enterprise Europe Network.

Gender policies

In the programs Talents and w-fORTE/Laura Bassi Centres of Expertise the FFG supports various measures and projects aimed at promoting women in research and technology and thus fostering equal opportunities. w-fORTE (economic impulses by women in research and technology) offers workshops on career strategies for women in research and technology and workshops on management and leadership for women and men. This initiative of the Federal Ministry for Digital and Economic Affairs (BMDW) supports the vision of more equal opportunities and wants to make more female innovators visible in leading roles. It offers free, high-quality training and discussions tailored to the career needs of researchers & innovators, networking, peer-to-peer learning and information based on the latest studies for managers in cooperative research. One of w-fORTE's activities is executing the impetus program "Laura Bassi Centres of Expertise". The Laura Bassi Centres of Expertise are applied industrial research facilities, headed by highly qualified female experts featuring a new research culture.

Beyond these specific programs, gender aspects have also been considered in project proposals submitted for funding under the General Programs. The criteria include project content and project impacts, composition of the research team as well as employment conditions provided by the applicant. As of 2011, other FFG programs also have introduced gender criteria as part of the

project evaluation process. In the Basic Programs, the application requires considering gender aspects and gender relevance. Applicants should answer if they expect to implement measures to create gender-specific working conditions, if the research content of the project is gender relevant, and if the research translate into positive gender effects. Applicants should also briefly address this point if their project does not contain any gender aspects.

2. WWTF – Vienna Science and Technology Fund

Background

The Vienna Science and Technology Fund (Wiener Wissenschafts-, Forschungs- und Technologiefonds) is a non-profit organization founded in 2001 to promote science and research in Vienna. The fund's funding tools and methods are designed to strengthen top research in Vienna. The WWTF obtains its funds from the "Privatstiftung zur Verwaltung von Anteilsrechten", a private foundation in the financial sector which was set up in order to manage equity interests. WWTF provides funding for projects and individuals. From 2003-2019 WWTF's calls for proposals have enabled 234 research projects to be funded with a total of around € 126 million. WWTF funding also contemplates attracting promising young researchers from outside Vienna and, if possible, to bind them to the location in the long term. This funding program has so far enabled 21 research group leaders to be brought to Vienna, and previous funding for individuals and groups amounts to € 42.2 million.

The evaluation criteria for funding includes several issues, including the consideration of gender aspects: The relevance of potential sex-specific and gender-related aspects of the proposed projects should be considered and explained within the different sections of the short proposal. In their webpage WWTF includes guidelines for [Sex and Gender considerations](#), covering specific issues that proposals should deal with, as well as offering different online resources on gender issues, such as the [Gender in research Toolkit](#) by Yellow Window, the [Sex and Gender Equity in Research \(SAGER\) Guidelines](#), or the [Stanford University Gendered Innovations](#).

Gender policies

Concerning the composition of research teams, WWTF assess equal opportunities according to gender balance in the project consortium and team in all levels and in decision-making positions, working conditions that allow all members of staff to combine work and family life in a satisfactory manner, and mechanisms in place to manage and monitor gender equality aspects. In the criteria for funding, there must be included statements on equal opportunities for women and men. Concerning the project team, a description of 750 words is needed that must answer how gender equality/balance in team composition and project execution has been addressed (e.g., in

job announcements, staff recruitment, working environment). Other questions include: “Do working conditions allow all members of staff to combine work and family life? Are there mechanisms in place to manage and monitor gender equality, e.g., workforce statistics? Are team members trained for gender competences in research and leadership?” In WWTF project calls, young and female scientists are especially encouraged to apply and to act as principal investigators. In the case of calls for group leader positions of young investigators, proposing female group leaders is also encouraged.

On the other hand, WWTF demands considering sex and/or gender, when possible, in research design and in all steps of the research, including implementation, evaluation and dissemination. This includes considering possible gender differences in the research subject and field, using a methodology that ensure that (possible) gender differences will be investigated, considering possible differentiated outcomes and impacts of the research on women and men been considered, making groups involved in the project gender balanced, or to analyse data according to the sex variable or other relevant variables analysed with respect to sex. The complete list of issues that might be important for drafting proposals are included in the [Gender in research Toolkit](#) by Yellow Window. In WWTF's webpage the following questions are suggested for funding applicants:

Gender in research content - research ideas phase:

- If the research involves humans as research objects, has the relevance of gender to the research topic been analysed?
- If the research does not directly involve humans, are the possibly differentiated relations of men and women to the research subject sufficiently clear?
- Have you reviewed literature and other sources relating to gender differences in the research field?

Proposal phase:

- Does the methodology ensure that (possible) gender differences will be investigated: that sex/ gender differentiated data will be collected and analysed throughout the research cycle and will be part of the final publication?
- Does the proposal explicitly and comprehensively explain how gender issues will be handled?
- In case there is no potential sex and/or gender dimension to be considered, is this briefly addressed in the proposal?

- Have possibly differentiated outcomes and impacts of the research on women and men been considered?

Research phase:

- Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex and/or gender differences in your data?
- Are the groups involved in the project (e.g., samples, testing groups) gender balanced?
- Is data analysed according to the sex variable? Are other relevant variables analysed with respect to sex?

3. FWF – Austrian Science Fund

Background

The Austrian Science Fund (FWF) is Austria's central funding organization for basic research. The purpose of the FWF is to support the ongoing development of Austrian science and basic research at a high international level. The values of FWF include excellence and competition, independence, international orientation, equal treatment of all disciplines, gender mainstreaming (the equal treatment of women and men is done with specific programs and gender mainstreaming in all fields), and equal opportunities (the evaluation of grant applications without regard to the applicant's position or academic degree). In 2019 707 projects were approved with a total of € 237.4 million.

Developments related to gender mainstreaming at the FWF began in 2005, when the organisation set up the Staff Unit for Gender Issues. This marked the first time the FWF had made resources available (one academic researcher/analyst, one administrative post; 50% each) for a comprehensive examination of this topic. Initial objectives were defined, and the FWF's data were analysed. Since 2007, a multi-organisation working group (genderAG) involving the other agencies housed in the same building as the FWF (Haus der Forschung) has enabled more frequent exchanges at the national level and more targeted cooperation with those organisations. At the international level, a working group was established within the D-A-CH region at that time to enable networking with the FWF's counterparts, namely the German Research Foundation (DFG) and the Swiss National Science Fund (SNSF), thus supporting the discussion beyond Austria's borders as well. In 2008, gender mainstreaming was introduced as a core component of the FWF's corporate policy. In 2009, the discussion of FWF structures culminated in a gender awareness workshop in which members of the management, the Executive Board and FWF employees discussed current gender issues within the organisation. The workshop formed the basis for the

FWF's gender equality standards, which were then revised and adopted by the Executive Board. These standards account for gender mainstreaming in the FWF's processes. The FWF's Staff Unit for Gender Issues has pursued the following objectives:

- to ensure the quality of data captured and to identify links in existing data.
- to increase the visibility of women in science and research.
- to enhance and expand career opportunities for women in science and research.
- to increase the number of women among principal investigators and in the FWF's decision-making bodies.

The unit publishes an analysis concerning application and success rates annually and observes the development of these rates. During the FWF self-evaluation these processes were analysed internally and internationally and the results were published. The sheet ["FWF Monitoring of Equal Opportunities"](#) visualizes the corresponding aspects within the FWF procedures on a yearly basis. Since 2013, the FWF has attained a fairly balanced ratio between women and men in its decision-making bodies. At the beginning of 2016 the share of women appointed to the Supervisory Board, and the Executive Board was 50%. The Assembly of Delegates has a share of 36% and the 39% share of women on the FWF Board exceeds the percentage of female applicants for FWF funding. The share of women on the FWF's staff is 69%, and the organisation employs an above-average share of women at all levels of its hierarchy

Gender policies

Concerning actions to promote gender equality in application processes, FWF's actions include specific funding programs for female scientists, aiming at an equal share of women and men in its decision-making bodies, giving instruments to give visibility of women in FWF-funded projects and provides informative sessions designed for women on FWF processes, and the implementation of a target quota of 30% female principal investigators / faculty members in FWF-funded projects. The application guidelines also include gender balance as a criterion. For instance, in the Clusters of Excellence program, a good gender balance or at least one that reflects the distribution in the discipline should be striven for when putting together the BOD and selecting the key researchers. Similarly, for the Research Groups program, the research group for which funding is requested must consist of at least three and at most five researchers with one-third of the researchers of the under-represented gender; in the context of the evaluation procedure, the composition of the team is defined as a decision-making criterion. Also, the description of the research team should include the proportion of women.

Concerning specific funding programs, FWF has been offering until now extremely well qualified female scientists who are working towards a career in universities the chance of a two-stage

funding for a total of six years. The Hertha Firnberg Program aims to support women at the start of their scientific careers and covers 36 months of research with almost 70.000€ per year for personal costs. The Elise Richter Program for senior post-docs and the Elise Richter PEEEEK aim at providing the necessary qualifications to apply for professional positions within Austria or abroad. It can last from 12 to 48 months and covers 76.000€ in personal costs.

As for research content, the FWF integrated mandatory gender-related analysis in the FWF's flagship Special Research Programs (SFBs) and Doctoral Programs (DKs). In 2019, this requirement to conduct the analysis was transferred to all FWF programs and anchored in the application guidelines as part of the project description requirement. In the application guidelines there are clauses that specify that proposals are reviewed, among other issues, considering ethics and gender. Proposals must include in their application a separate section must describe what sex-specific and gender-related issues the planned project may potentially give rise to, and how the applicant intends to deal with them. These must be addressed briefly in the text even if the applicant believes the project does not raise any sex-specific and gender-related issues. Issues that should be addressed are: is the research approach likely to produce sex-specific and gender-related findings? If so, what findings? How and where are these integrated into the research approach? For information on checking the relevance of sex-specific and gender-related issues to a project, FWF offers information and references on gender equality issues on their website.